

COMMITTEE ON FAIR EMPLOYMENT PRACTICE
A I

13 September 1943

MEMORANDUM

TO: The Director of Industrial Personnel Division
Army Service Forces

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Ruby I. Bell, 500 Vermont Street, Brooklyn, New York, who alleges that racial discrimination was practiced against her in her effort to enroll in a training course in the Moore School of Electrical Engineering at the University of Pennsylvania, which would have led to employment at Aberdeen Proving Grounds, Maryland.

Miss Bell states as follows:

In January 1943 I received a letter from the Moore School of Electrical Engineering, University of Pennsylvania, in reference to a training course in mathematics for women. Upon successful completion of the course employment would be at the Aberdeen Proving Ground, Maryland. After fulfilling the requests of the letters, I visited the Moore School, February 22, 1943, and was interviewed by Lieutenant Herman H. Goldstine. At first his whereabouts were unknown and there was no telling when he'd be returning to the office. However, when I showed the letters received from Lieutenant Goldstine he was summoned via the telephone, and very, very, shortly appeared in the office. I was informed by Lieutenant Goldstine that before being accepted for the course it would be necessary to take a simple 15 minute aptitude test in arithmetic. No mention of this was made in his letters. I took the test which I feel was unfair in that there was not sufficient time allotted to complete it successfully. I did not complete the test. However it was marked on 100% basis, and no consideration given to the accuracy exhibited. It was speed "they" were looking for contended Lieutenant Goldstine. This I feel was not a true test of my ability and was not a fair deal.

copy B

The Director of Industrial Personnel Division
13 September 1943

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- a. That a mathematics aptitude test was the determining factor of acceptance.
- b. That my ability would be determined by whether or not I could complete such a test, and no cognizance taken of accuracy exhibited.
- c. That since the agency sponsoring the course is a Federal one, why wasn't this aptitude test announced in advance?

May the facts in this case be investigated in order that it may be determined whether there has been any violation of Executive Order 9346 and the directives of this Department prohibiting racial discrimination in Federal employment?

Truman K. Gibson, Jr.,
Acting Civilian Aide to the Secretary
of War.

13 September 1943

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Letter

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C. 25

August 13, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

The President's Committee on Fair Employment Practice has received a complaint from Miss Ruby I. Bell, 500 Vermont Street, Brooklyn, New York, who charges that she was offered an opportunity to take a training course which would lead to employment at the Aberdeen Proving Grounds in Maryland.

This course was offered by the Moore School of Electrical Engineering at the University of Pennsylvania. The complainant alleges that she was refused admission to this training solely because of her race. The original of her complaint is attached.

It will be appreciated if you will investigate this matter and report to the Committee at your first opportunity.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Chairman

Attachment



Copied 'B'

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Acting Civilian Aide to the
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War Department
Washington, D. C.

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Sincerely yours,

George W. Johnson
Assistant Chairman

Attachment

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION

Regional Office
11 West 42nd Street
New York, New York

Date 9.9.43

I, Ruby L. Bell residing at 500 Vermont St., B'klyn, N.Y.
(Name of complainant) (Address of complainant)

hereby charge the War Dep't., Aberdeen Proving Ground
(company; agency; union)

located at Aberdeen Proving Ground, Md., with discrimination against me

because of my Race. I am of the
(race; creed; color; national origin; citizenship)

Negro race. My religion is _____

I am a citizen of _____ I am of _____ descent.
(citizenship) (national origin)

My complaint is as follows:

In Jan. '43 I received a letter from The Moore School of Electrical Engineering, (Penn. Univ.) in reference to a training course in Math. for women. Upon successful completion of the course employment would be at the Aberdeen Proving Ground., Md. After fulfilling the requests of the letters, I visited the Moore School, Feb 22, '43 and was interviewed by Lt. Herman H. Goldstine. At first his whereabouts were unknown, and there was no telling when he'd be returning to the office. However, when I showed the letters received from
(cont'd on yellow sheet)

The following witnesses know the circumstances which indicate I was discriminated against:

<u>NAME</u>	<u>ADDRESS</u>
_____	_____
_____	_____
_____	_____

SIGNED: *Ruby T. Bell*
ADDRESS: _____

REPORT OF INTERVIEWER OR INVESTIGATOR

(The following statement must be completed by a person other than the complainant, who knows the complainant personally or has interviewed him.)

I know the person making this complaint through *interview*
(friendship; interview)

I have no reason to believe that any of the statements made in this complaint are false. I feel that his record of training and experience is such that he is apparently qualified for the job in question. So far as I know he has no police record, dishonorable discharge from employment, obvious personality maladjustment or other background that would tend to nullify his complaint. If there are any exceptions to the above statement, I note them here: _____

SIGNED: *Weg*
ADDRESS: _____

Lt. Goldstine he was summoned via the telephone, and very, very shortly appeared in the office. I was informed by Lt. Goldstine that before being accepted for the course it would be necessary to take a simple 15 minutes aptitude test in arithmetic. No mention of this was made in his letter. I took the test which I feel was unfair in that there was not sufficient time allotted to complete it successfully. I did not complete the test. However it was marked on 100% basis, and no consideration given to the accuracy exhibited. It was speed "they" were looking for contended Lt. Goldstine. This I feel was not a true test of my ability and was not a fair deal.

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U.S. AIR FORCE

kept intruding from the time these three men came in the office. The captain had not said anything I asked the captain he told me if I didn't want to work out in the open storage I could go home. I left the office and I told him that I was looking for the major this officer told me he was the head man of that department. I explained to him about my foreman transferring me to the open air storage. The officer told me if they were out there to go ahead on. I told him I didn't mind working out in the open air stor

28 August 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.
Washington, D. C.

Dear Mr. Johnson:

On 12 May 1943, you forwarded to this office the complaint of Mr. William Brown alleging racial discrimination was practiced against him in the termination of his services as a Guard at the Chicago Medical Depot.

The report of the investigation into this complaint states as follows:

Mr. Brown was found sleeping on duty on the morning of February 26, 1943. He was questioned as to why he had been sleeping and asserted that he had a toothache. The Detex Watchclock Corporation Disc. No. 3924 under the date of February 25-26, 1943, used in the punch clock by Mr. Brown shows no punches having been made between the periods of 2:30 a.m., February 26, and 3:15 a.m., February 26. This coincides accurately with the time Corporal Paulson found Patrolman Brown sleeping on his post of duty. Punches required at 2:45 a.m. and at 3:00 a.m. are not recorded on the disc referred to above.

Corporal Paulson was questioned as to the veracity of the remarks alleged to have been made by himself. He denies having made the remarks as stated and further denies at any time having made remarks to any individual employed at that depot discriminatory against the colored race.

At the present time there are 284 Negroes employed at the Chicago Medical Depot in all categories. There are 336 Negroes employed at the Chicago Quartermaster Depot in all categories.

C. H. P.

Mr. George M. Johnson
28 August 1943

Page - 2 -

In these circumstances, it appears that the termination of Mr. Brown's services was in accordance with Civil Service rules.

Yours very truly,

LOUIS R. LAUTIER
Senior Administrative Assistant
Office, Civilian Aide to the Secretary
of War

28 August 1943

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WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.

10 August 1943

MEMORANDUM TO: The Acting Civilian Aide to the
Secretary of War.

1. Please refer to our acknowledgment of May 27, 1943, of your memorandum of May 14, 1943, in behalf of Mr. William Brown who alleged racial discrimination in his separation from his position as guard at the Chicago Medical Depot.
2. According to a report of the investigation made in this connection, Mr. Brown was found sleeping on duty on the morning of February 26, 1943. He was questioned as to why he had been sleeping and asserted that he had a toothache. The Detex Watchclock Corporation Disc No. 3924 under the date of February 25-26, 1943, used in the punch clock by Mr. Brown shows no punches having been made between the periods of 2:30 a.m., February 26, and 3:15 a.m., February 26. This coincides accurately with the time Corporal Paulson found Patrolman Brown sleeping on his post of duty. Punches required at 2:45 a.m. and at 3:00 a.m. are not recorded on the disc referred to above.
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4. At the present time there are 284 Negroes employed at the Chicago Medical Depot in all categories. There are 336 Negroes employed at the Chicago Quartermaster Depot in all categories. We trust this information is sufficient.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



ms/bk

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Employee Relations Branch

25 June 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Johnson:

Reference is made to your letter of June 23, 1943, concerning alleged discriminatory hiring practices engaged in by the Bethel, Price and Callahan Company in the employment of workers for jobs in Canada.

With reference to the complaint of the Reverend George W. Brown, your attention is invited to the fact that the War Department does not have direction over the personnel of other management procedures of private contractors. The procedure usually followed in such cases is that the Committee makes the investigation in the first instance and if it believes that the complaint is sound and that any reasonable hope of settling the matter at the local level has been exhausted it then advises this office. I suggest that this procedure be followed in the case of Reverend Brown.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

Cofep
B

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PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

June 23, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide
War Department
Washington, D. C.

Dear Mr. Gibson:

The President's Committee on Fair Employment Practice has received a complaint from Mr. Robert Haskins who charges that he was employed at the Bechtel, Price and Callahan Company for work in Canada, but was never given an opportunity to perform his duties because of his race.

We are investigating this matter and a copy of our letter to the company is attached.

The Committee has also received a complaint from a Reverend George W. Brown. Mr. Brown charges that there appeared in the Denver Post on April 13, 1943, an advertisement calling for several classifications of workers to be employed in Canada and Alaska; that this advertisement carrying the name of "Bechtel-Price-Callahan" directed that applicants "apply United States Employment Service, 550 Broadway"; that he thereupon applied to the Denver office of the United States Employment Service twice seeking employment offered by this advertisement; that representatives of the Denver office of the United States Employment Service have told him both times that there were no accommodations for colored men; and that he has been discriminated against solely because of his race by the United States Employment Service.

We did not mention his complaint in our letter to the company because we have not yet received a statement from the United States Employment Service placing the blame on Bechtel, Price and Callahan.

It will be appreciated if you will transmit this information to the appropriate representatives of the U. S. Army for an investigation and report.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary

C O P Y

June 23, 1943

Bechtel, Price and Callahan Company
Edmonton, Alberta, Canada

Gentlemen:

The President's Committee on Fair Employment Practice has received a complaint from Mr. Robert Haskins, Collier Hotel, 9645 103 Avenue, Edmonton, Canada. Mr. Haskins charges that he was employed in San Francisco by your company on March 8, 1943. His contract was for a job as a cook. Mr. Haskins alleges that when he arrived at the place of employment which was Edmonton, Canada, he was refused an opportunity to perform duties for which he had been employed. The complainant states also that your company paid his salary, \$250 per month, from the date of March 8 up until June 7, 1943. Mr. Haskins states that he made repeated efforts to perform kitchen duties by requesting Mr. Dean, Personnel Manager, Mr. Kissick, Chief of the Commissary Department and Mr. Durban, Assistant Personnel Manager, to give him something to do. Approximately four days before he was released from employment Mr. Haskins was assigned to janitorial duties at night, according to his statement. He charges that he was dissatisfied with this work and considered it discriminatory.

Under Executive Order 8802, as amended by Executive Order 9346, the President's Committee has authority to receive and investigate complaints of discrimination in employment in war industries and in Government because of race, creed, color or national origin.

As part of its investigation, the Committee requests that you furnish it with any facts you may have in connection with Mr. Haskins' allegations, and that you submit a statement showing the number of Negroes employed, the number in various occupational classifications and the proportion of Negroes to the total number of employees in your plant.

Such facts on the specific allegations and such statistics as you present will be taken into consideration by the Committee in making a proper determination of this matter.

Sincerely yours,

s/ George M. Johnson
Assistant Executive Secretary

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

May 27, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. This will acknowledge your memorandum of May 14, 1943, referring a letter from the President's Committee on Fair Employment Practice, relative to the complaint of Mr. William Brown who alleges discrimination in his separation from the Medical Service Section, Quartermaster Depot, Chicago, Illinois.

2. Please be advised that an investigation is being made of the alleged discrimination and a further report will be made to you at a later date.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



cc: [unclear]

ms/od

May 27, 1943

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J. H. Mason, Chief
Employee Relations Branch

May 14, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice alleging that racial discrimination was practiced against Mr. William Brown in the termination of his services as a Junior Patrolman in the Medical Service Section, Quartermaster Depot, Chicago, Illinois.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment?

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CFP
M

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Acting Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

May 12, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This office has received a complaint from Mr. William M. Brown, 574 East Thirty-Seventh Street, Chicago, Illinois, a Negro, that he was discriminated against because of his race in his dismissal from his position as a Junior Patrolman, CFC-5, in the Medical Service Section, Quartermaster Depot, 251 Grand Avenue, Chicago, Illinois.

Mr. Brown was employed on January 27, 1943, and discharged effective March 2, 1943. He was charged with a general lack of interest in his work, neglect of duty, and sleeping at his post of duty. He makes the following statement:

"I was discharged on March 2, 1943 by Corp. Paullson. Previously, Corp. Paullson had made several statements in my presence to the effect that when pictures were made of our particular shift, 'he would look like hell standing in line beside a Negro'. He added, 'furthermore, I don't want a Negro in my company. I am going to do all I can to get rid of them.'

"Shortly thereafter, he asked me if I was going to change shifts. I told him that I was not going to do so, and I did not change. I remained on his shift until March 2, 1943, when I was discharged.

"As for the sleeping, I was never asleep on the post of duty."

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,
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George M. Johnson
Assistant Executive Secretary

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Sincerely yours,
George M. Johnson
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Assistant Executive Secretary



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Ex. 2431
LFL/mlw

September 25, 1944

Mr. Clarence M. Mitchell,
Associate Director of
Field Operations,
President's Committee on Fair
Employment Practice,
Standard Oil Building,
Washington 25, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of September 19, 1944, forwarding to this office the complaint of Mrs. Thelma R. Cleage alleging that race discrimination was practiced against her in her effort to obtain employment as a Property and Supply Clerk at the Army Air Forces Depot, Fairfield, Ohio.

May I again invite your attention to the inadequacy of complaints of this nature. The complaint does not state (1) whether a vacancy existed; (2) whether she was referred by the Civil Service Commission; and (3) what was said or done during her interview which lead her to believe that she did not get the job because of her race or color.

The statement that Mrs. Cleage has received only one salary increase of \$60 within the twenty-three month period of her employment as a messenger does not mean anything of itself. As you must know such increases in compensation are made under the Classification Act only after eighteen months of satisfactory service.

Likewise the statement that she was refused employment until she secured a birth certificate does not of itself support the charge of race discrimination. It is the policy of the War Department to conform to local laws respecting the employment of minors.

If your Field Representative will interview Mrs. Cleage and find out from her the basis of her charge of race discrimination and whether she was eligible for the job which

Handwritten:
C. M. Mitchell
9-25-44

she alleged is being given to two white girls, I shall be pleased to request an investigation. Requests for investigations of complaints which do not raise at least a presumption of race discrimination, however, only tend to create an attitude of disrespect for the Committee.

Sincerely yours,

Truman K. Gibson, Jr.,
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Ex. 2431
LRL/miw

September 25, 1944

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Civilian Aide to the Secretary
of War.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



September 19, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Re: Case No. 5-GR-362.

Dear Mr. Gibson:

The President's Committee on Fair Employment Practice has received a complaint from Mrs. Thelma R. Cleage, 2514 Lexington Avenue, Springfield, Ohio. She charges that she was refused employment as a Property and Supply Clerk, after having passed a Civil Service examination for this position, at the United States Army Air Forces Depot in Fairfield, Ohio, solely because of her race.

Mrs. Cleage further alleges that she has been working as an errand girl at the Depot and has received only one reclassification, amounting to sixty dollars, within the past twenty-three months. At present, the complainant is doing part-time receptionist work but complains that these duties are gradually being given to two white employees who have recently been hired at the Depot. The complainant states that she was refused employment at the Depot until she secured a birth certificate. After presenting an affidavit signed by both of her parents, she alleges that a Mr. W. W. Kyte, an interviewer, refused to accept it. However, a Miss Worley, whose title is unknown, assigned the complainant as a Mail, File and Record Clerk, according to information before the Committee. The complainant is the wife of a disabled World War veteran, who is now confined to the Veterans' Hospital in Dayton, Ohio.

It will be appreciated if you will investigate this matter and supply us with a full report on it.

Sincerely yours,

Clarence M. Mitchell
Clarence M. Mitchell
Associate Director of
Field Operations

September 19, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Re: Case No. 5-GR-362.

Dear Mr. Gibson:

The President's Committee on Fair Employment Practice has received a complaint from Mrs. Thelma R. Cleage, 2514 Lexington Avenue, Springfield, Ohio. She charges that she was refused employment as a Property and Supply Clerk, after having passed a Civil Service examination for this position, at the United States Army Air Forces Depot in Fairfield, Ohio, solely because of her race.

Mrs. Cleage further alleges that she has been working as an errand girl at the Depot and has received only one reclassification, amounting to sixty dollars, within the past twenty-three months. At present, the complainant is doing part-time receptionist work but complains that these duties are gradually being given to two white employees who have recently been hired at the Depot. The complainant states that she was refused employment at the Depot until she secured a birth certificate. After presenting an affidavit signed by both of her parents, she alleges that a Mr. W. W. Kyte, an interviewer, refused to accept it. However, a Miss Worley, whose title is unknown, assigned the complainant as a Mail, File and Record Clerk, according to information before the Committee. The complainant is the wife of a disabled World War veteran, who is now confined to the Veterans' Hospital in Dayton, Ohio.

It will be appreciated if you will investigate this matter and supply us with a full report on it.

Sincerely yours,

Clarence M. Mitchell
Associate Director of
Field Operations

Ex. 2431
LRL/mw

September 29, 1944

Mr. Clarence M. Mitchell,
Associate Director of Field Operations,
President's Committee on Fair
Employment Practice,
Standard Oil Building,
Washington 25, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of August 14, 1944, requesting additional information concerning the complaint of Miss Ella B. Wilson Cotton, who alleged that race discrimination was practiced against her in her effort to secure employment as a Property and Supply Clerk at the Second Army Air Forces Storage Depot, Cincinnati, Ohio.

A supplemental report states as follows:

a. For some time the position of Property and Supply Clerk, CAF-1, has been abandoned at this depot in accordance with regulations from higher authority. The above mentioned position was deleted from the station complement since it covered a miscellaneous group of duties; substituted therefor were a group of more specific classifications. The position of Property & Supply Clerk, CAF-1, involved the following duties; packing small parts for radio kits, checking materials, handling boxes weighing from twenty (20) to twenty-five (25) pounds while assembling an order and miscellaneous duties as assigned. The possibility for further injury to a finger in this case seemed too proximate.

b. Five (5) colored employees at this depot work in the offices. Their duties are of a clerical nature. Approximately thirty (30) more colored employees are working in jobs of a semi-skilled classification. No employees are working in the discontinued job of Property and Supply Clerk, CAF-1.

Copy to "C"
Cant. action
10/1/44

c. It is still believed by this Officer that the Appointing Officer has the right to select or reject applicants who do not qualify for a justifiable reason. Added to the fact that subject Miss Ella B. Wilson Cotton had a physical impediment, it is also recalled that she possessed an antagonistic attitude when she contacted this agency for appointment. In view of these facts, applicant was not selected and the alleged complaint of race discrimination is entirely unfounded.

d. It is requested that Miss Ella B. Wilson Cotton be contacted in an effort to find out whether or not this case is still active. If so, what further action she wishes to take.

In the circumstances it is believed that the investigation has failed to substantiate the charge of race discrimination made by Miss Cotton.

Sincerely yours,

Louis R. Lautier,
Senior Administrative Assistant
Office, Civilian Aide to the Secretary
of War.

Cotton, Ella B. Wilson
Hq AFF Washington 25, D. C.

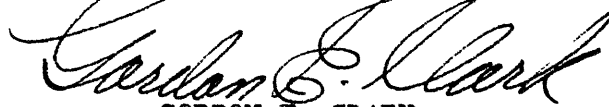
3rd Ind

AFPCP-E
26 September 1944

To: War Department, Office of the Secretary. Attn: Civilian Aide

1. Forwarded in compliance with memorandum dated 4 September 1944.
2. Attention is invited to 2nd indorsement.

For the Commanding General Army Air Forces:



GORDON E. CLARK
Colonel, Air Corps
Chief, Civilian Personnel Division
Office of Assistant Chief of Air Staff
Personnel

Incl n/c

Cotton, Ella B. Wilson
Hq AFF Washington 25, D. C.

3rd Ind

AFPCP-E
26 September 1944

To: War Department, Office of the Secretary. Attn: Civilian Aide

1. Forwarded in compliance with memorandum dated 4 September 1944.
2. Attention is invited to 2nd indorsement.

For the Commanding General Army Air Forces:

GORDON E. CLARK
Colonel, Air Corps
Chief, Civilian Personnel Division
Office of Assistant Chief of Air Staff
Personnel

Incl n/c

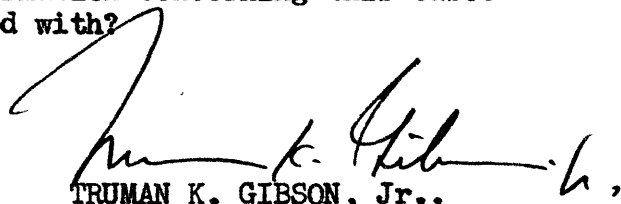
WAR DEPARTMENT
WASHINGTON, D. C.

4 September 1944

MEMORANDUM FOR: Assistant Chief of Air Staff, Personnel
(Attention: Chief, Civilian Personnel
Division), Army Air Forces

1. Reference is made to your 3rd indorsement of 2 August 1944 forwarding to this office the report of the investigation into the complaint of Miss Ella B. Wilson Cotton, who alleged that race discrimination was practiced against her in her effort to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Depot, Cincinnati, Ohio.

2. Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice requesting additional information concerning this case. May its request be complied with?


TRUMAN K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War



858TH
A.A.F.S.D.
IN OUT

1944 SEP 9 08:29

HQ AAF
5 SEP 44
A P MAIL SECTION

In reply, please
refer to 5-GR-91

August 14, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This is in further reference to the complaint of Miss Ella Cotton who charges that she was discriminated against in her efforts to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Department, Cincinnati, Ohio.

Your letter of August 8 contains information which offers an explanation in this case. It is stated that the applicant had a stiff index finger on her right hand which precluded her from being hired for the position she sought, inasmuch as some manual dexterity was required in the work. In this connection, it will be appreciated if you will send to us a complete job description of the work which the complainant was expected to perform. We will be especially interested in the phases of the work which require such manual dexterity that a stiff index finger would interfere with the operations.

It is also noted that the Storage Depot volunteers the information that the complainant is employed as an Assistant Clerk in the Treasury Procurement in Cincinnati at an annual wage of \$1620, which amount is \$360 in excess of the annual wage she would have received had she been hired by the Depot in July of 1943. The enthusiasm with which the local investigators undertook their responsibility is commendable. However, we have not been advised by the complainant that she is no longer interested in the processing of her case.

Cont'd

-2-

It is noted that the Depot states that 40% of its employees are Negroes doing various jobs including office work. In view of the nature of the allegation, it will be appreciated if you will furnish us with a breakdown on the number of skilled, semi-skilled, and office workers who are Negroes. We will be especially interested in knowing how many are employed in the job of Property and Supply Clerk.

Please supply us with this information at your first opportunity.

Very truly yours,

Clarence M. Mitchell
Associate Director of Field Operations

1600 19: 2 09: 53

RECORDED
52218

856TH
A.A.F.S.D.
IN OUT

1944 SEP 9 08:23

TO: SAC, NEW YORK (100-100000)

FROM: SAC, PHOENIX (100-100000)

SUBJECT: [Illegible]

Re Phoenix airtel to New York dated 8/25/44.

Reference is made to the above captioned airtel.

The Phoenix office is advised that the following information was received from the Phoenix office on 8/25/44. The Phoenix office is advised that the following information was received from the Phoenix office on 8/25/44. The Phoenix office is advised that the following information was received from the Phoenix office on 8/25/44.

Cotton, Ella B. Wilson 1st Ind.
Hq. AAF, Washington 25, D.C., 6 September

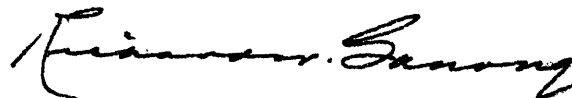
AFPCP-E

To: Commanding Officer 858th AAF Specialized Depot, 660 Lincoln Ave.
Cincinnati, Ohio

1. For compliance with attached memorandum dated 4 September 1944 from the Civilian Aide to the Secretary of War, transmitting copy of a letter dated 14 August 1944 from the President's Committee on Fair Employment Practice.

2. It is requested that specific information asked for in paragraphs two, three and four of the committee's letter be furnished this office by 17 September 1944.

By command of General ARNOLD:



RICHARD W. GANONG
Major, Air Corps
Acting Chief, Personnel Standards Branch
Office of Asst Chief of Air Staff,
Personnel

Basic: Memo, Civ. Aide to Sec'y of War, Washington, D. C., 4 September 1944

AFCPC-E 2nd Ind. PTPR
858th AAF SpD, 660 Lincoln Ave, Cincinnati 6, O. 20 September 1944

To: Commanding General, Hqs, AAF, Washington 25, D. C. Attn: AFCPC-E

1. Submitted herewith is the report of finding in compliance with request in 1st Indorsement dated 6 September 1944.
2. For some time the position of Property and Supply Clerk, CAF-1, has been abandoned at this depot in accordance with regulations from higher authority. The above mentioned position was deleted from the station complement since it covered a miscellaneous group of duties; substituted therefor were a group of more specific classifications. The position of Property & Supply Clerk, CAF-1, involved the following duties; packing small parts for radio kits, checking materials, handling boxes weighing from twenty (20) to twenty-five (25) pounds while assembling an order and miscellaneous duties as assigned. The possibility for further injury to a finger in this case seemed to proximate.
3. Five (5) colored employees at this depot work in the offices. Their duties are of a clerical nature. Approximately thirty (30) more colored employees are working in jobs of a semi-skilled classification. No employees are working in the discontinued job of Property and Supply Clerk, CAF-1.
4. It is still believed by this Officer that the Appointing Officer has the right to select or reject applicants who do not qualify for a justifiable reason. Added to the fact that subject Miss Ella B. Wilson Cotton had a physical impediment, it is also recalled that she possessed an antagonistic attitude when she contacted this agency for appointment. In view of these facts, applicant was not selected and the alleged complaint of race discrimination is entirely unfounded.
5. It is requested that Miss Ella B. Wilson Cotton be contacted in an effort to find out whether or not this case is still active. If so, what further action she wishes to take.

For the Commanding Officer:

John H. Byrne p. 1
JOHN H. BYRNE,
1st Lt., Signal Corps,
Personnel Officer.

REAR
22 SEP 1944
MAIL SECTION - AF HQ

4 September 1944

MEMORANDUM FOR: Assistant Chief of Air Staff, Personnel
(Attention: Chief, Civilian Personnel
Division)
Army Air Forces

1. Reference is made to your 3rd indorsement of 2 August 1944 forwarding to this office the report of the investigation into the complaint of Miss Ella E. Wilson Cotton, who alleged that race discrimination was practiced against her in her effort to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Depot, Cincinnati, Ohio.

2. Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice requesting additional information. May this request be complied with?

TRUMAN E. GIBSON, Jr.,
Civilian Aide to the Civilian

4 September 1944

MEMORANDUM FOR: Assistant Chief of Air Staff, Personnel
(Attention: Chief, Civilian Personnel
Division)
Army Air Forces

1. Reference is made to your 3rd indorsement of 2 August 1944 forwarding to this office the report of the investigation into the complaint of Miss Ella B. Wilson Cotton, who alleged that race discrimination was practiced against her in her effort to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Depot, Cincinnati, Ohio.

2. Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice requesting additional information. May this request be complied with?

TRUMAN E. GIBSON, Jr.,
Civilian Aide to the Civilian

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



In reply, please
refer to 5-GR-91

August 14, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This is in further reference to the complaint of Miss Ella Cotton who charges that she was discriminated against in her efforts to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Department, Cincinnati, Ohio.

Your letter of August 8 contains information which offers an explanation in this case. It is stated that the applicant had a stiff index finger on her right hand which precluded her from being hired for the position she sought, inasmuch as some manual dexterity was required in the work. In this connection, it will be appreciated if you will send to us a complete job description of the work which the complainant was expected to perform. We will be especially interested in the phases of the work which require such manual dexterity that a stiff index finger would interfere with the operations.

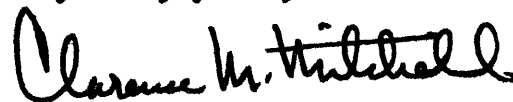
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Cont'd

It is noted that the Depot states that 40% of its employees are Negroes doing various jobs including office work. In view of the nature of the allegation, it will be appreciated if you will furnish us with a breakdown on the number of skilled, semi-skilled, and office workers who are Negroes. We will be especially interested in knowing how many are employed in the job of Property and Supply Clerk.

Please supply us with this information at your first opportunity.

Very truly yours,



Clarence M. Mitchell
Associate Director of Field Operations

WDOSW - Est. 2431
LRL/mjb

August 8, 1944

Mr. Clarence M. Mitchell,
Director, Field Operations,
President's Committee on Fair
Employment Practice,
Washington 25, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of July 4, 1944, forwarding to this office the complaint of Miss Ella Cotton, who alleged that race discrimination was practiced against her in an effort to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Depot, Cincinnati, Ohio. The report of the investigation into her complaint states as follows:

Investigation shows that on 13 July 1943, Ella B. Wilson Cotton, Negro, did receive a letter from the Civil Service Commission in Cincinnati, Ohio, advising her to report to this depot for an interview but not "for duty" as set out in complaint.

On 14 July 1943, Ella Cotton did so report, and was interviewed by Elmer Scales, at that time a member of the Personnel Section of this Depot.

Notation was made that applicant had a physical defect, it being a stiff index finger of her right hand and which defect precluded her from being hired for the position she sought, inasmuch as some manual dexterity was required in such work.

Allegation as to her second interview and "hiring of a white woman" for the job cannot be totally controverted by this office at this time, inasmuch as Elmer Scales, the interviewer, is now with the Armed Forces and absent from the office.

Instant investigation shows this woman to be employed as an Assistant Clerk in Treasury Procurement in Cincinnati, Ohio at an annual wage of \$1620, which amount is \$360 in excess of the annual wage she would have received had she been hired by this depot in July of 1943.

copy

Charges of complainant that this depot is prejudiced in hiring employees, because of their color, could scarcely be justified in view of the fact that this depot's Manpower Reports show that more than 40 percent of its employees are Negroes, doing various jobs, including office work.

In the circumstances, it appears that the investigation has not substantiated the charge of race discrimination.

Sincerely yours,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

August 8, 1944

Mr. Clarence M. Mitchell,
Director, Field Operations,
President's Committee on Fair
Employment Practice,
Washington 25, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of July 4, 1944, forwarding to this office the complaint of Miss Ella Cotton, who alleged that race discrimination was practiced against her in an effort to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Depot, Cincinnati, Ohio. The report of the investigation into her complaint states as follows:

Investigation shows that on 13 July 1943, Ella B. Wilson Cotton, Negro, did receive a letter from the Civil Service Commission in Cincinnati, Ohio, advising her to report to this depot for an interview but not "for duty" as set out in complaint.

On 14 July 1943, Ella Cotton did so report, and was interviewed by Elmer Scales, at that time a member of the Personnel Section of this Depot.

Notation was made that applicant had a physical defect, it being a stiff index finger of her right hand and which defect precluded her from being hired for the position she sought, inasmuch as some manual dexterity was required in such work.

Allegation as to her second interview and "hiring of a white woman" for the job cannot be totally controverted by this office at this time, inasmuch as Elmer Scales, the interviewer, is now with the Armed Forces and absent from the office.

Instant investigation shows this woman to be employed as an Assistant Clerk in Treasury Procurement in Cincinnati, Ohio at an annual wage of \$1620, which amount is \$360 in excess of the annual wage she would have received had she been hired by this depot in July of 1943.

Charges of complainant that this depot is prejudiced in hiring employees, because of their color, could scarcely be justified in view of the fact that this depot's Manpower Reports show that more than 40 percent of its employees are Negroes, doing various jobs, including office work.

In the circumstances, it appears that the investigation has not substantiated the charge of race discrimination.

Sincerely yours,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

Cotton, Ella
Hq Army Air Forces, Washington 25, D. C.

3rd Ind.

AFPCP-E
2 August 1944

To: War Department, Office of the Secretary, Attn: Civilian Aide

1. Forwarded in compliance with memorandum dated 13 July 1944.
2. Attention is invited to second indorsement.

For the Commanding General, Army Air Forces:

Gordon E. Clark

GORDON E. CLARK
Colonel, Air Corps
Chief, Civilian Personnel Division
Office of Assistant Chief of Air Staff,
Personnel

1 Incl.
n/c

Cotton, Ella
Hq Army Air Forces, Washington 25, D. C.

3rd Ind.

APPCP-E
2 August 1944

To: War Department, Office of the Secretary, Attn: Civilian Aide

1. Forwarded in compliance with memorandum dated 13 July 1944.
2. Attention is invited to second Indorsement.

For the Commanding General, Army Air Forces:

1 Incl.
n/c

GORDON E. CLARK
Colonel, Air Corps
Chief, Civilian Personnel Division
Office of Assistant Chief of Air Staff,
Personnel

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



July 4, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Re: 5-GR-91 (DFO)

Dear Mr. Gibson:

Miss Ella Cotton, Negro, of 2915 Gilbert Avenue, Cincinnati, Ohio has filed with the President's Committee on Fair Employment Practice, an affidavit charging the Second Army Air Force Storage Depot, Cincinnati, Ohio with refusal to hire because of race.

The allegations of the complainant as set forth in the affidavit are as follows:

On or about July 13, 1943 she received a letter from the Civil Service Commission requesting her to report to the subject depot for the position of Property and Supply Clerk; that she reported for duty at 7:30 A.M. on July 14, 1943 and was interviewed by a Mr. Scales, personnel interviewer; that he informed her there was no position available as Property Supply Clerk.

That she reported this to the Civil Service office, and on or about July 22, 1943 she received a second letter from the Civil Service requesting her again to report to the subject depot for the position of Property and Supply Clerk.

That on the morning of July 24, 1943 she did report and was again interviewed by Mr. Scales. At this time a white lady was also awaiting interview for a similar position. That the white lady was immediately hired, but that Mr. Scales informed the affiant that she was too light in weight for the

Truman K. Gibson, Jr.

-2-

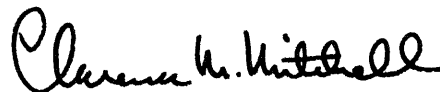
July 4, 1944

position. Affiant then informed Mr. Scales that she had previously performed the identical duties at the Air Force Depot in Dayton, Ohio. That Mr. Scales thereupon informed her that he had been instructed to "let up awhile" until the personnel department had made re-adjustment of those persons recently employed. Affiant was not hired.

Affiant claims that she believes she was denied employment solely because of her race. That she is reliably informed that it is the policy of the subject depot to employ Negro women only in servile capacity. Affiant alleges that the policy and practices of subject depot are in violation of Executive Order 9346.

We request that your office initiate an investigation of the above allegations as soon as possible and that you inform our office of the results of that investigation.

Sincerely yours,



Clarence M. Mitchell
Associate Director
Field Operations

Cotton, Ella
Hq Army Air Forces, Washington 25, D. C.

1st Ind

AFPCP-E
18 July 1944

To: Commanding Officer, 2nd AAF Signal Storage Depot, Sears Roebuck Bldg.
660 Lincoln Avenue, Cincinnati, Ohio

For compliance with attached memorandum from the Civilian Aide to
the Secretary of War.

By command of General ARNOLD:

Richard W. Ganong

RICHARD W. GANONG
Major, Air Corps
Acting Chief, Personnel Standards Branch
Civilian Personnel Division
Office of Asst Chief of Air Staff,
Personnel

1 Incl. dtd 13 July 1944. Ltr fr.
Civilian Aide OSW

A.A.F.S.D.

1000 11 20

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CHARTER 1780 000
I UNIT 1000 11 20

RECEIVED
OFFICE OF THE ATTORNEY GENERAL
STATE OF CALIFORNIA
SACRAMENTO, CALIFORNIA

BY COMMISSIONER OF GENERAL INVESTIGATION

THE COMMISSIONER OF GENERAL INVESTIGATION
FOR CALIFORNIA HAS RECEIVED INFORMATION FROM THE OFFICE OF THE

THE COMMISSIONER OF GENERAL INVESTIGATION
FOR CALIFORNIA HAS RECEIVED INFORMATION FROM THE OFFICE OF THE

NO. 1000 11 20
SACRAMENTO, CALIFORNIA

YR+W

Basic: Ltr. Executive Office of the President, Washington, D. C.,
5-GR-91 (DFO) 4 July 1944

230 2nd Ind. JHB/rlg
858th AAF SpD, 660 Lincoln Ave., Cincinnati, O. 28 July 1944.

TO: Commanding General, Hq AAF, Washington 25, D. C. Attn: AFPCP-E

1. Investigation shows that on 13 July 1943, Ella B. Wilson Cotton, Negro, did receive a letter from the Civil Service Commission in Cincinnati, Ohio, advising her to report to this depot for an interview, but not "for duty" as set out in complaint.

2. On 14 July 1943, Ella Cotton did so report, and was interviewed by Elmer Scales, at that time a member of the Personnel Section of this Depot.

3. Notation was made that applicant had a physical defect, it being a stiff index finger of her right hand and which defect precluded her from being hired for the position she sought, inasmuch as some manual dexterity was required in such work.

4. Allegation as to her second interview and "hiring of a white woman" for the job cannot be totally controverted by this office at this time, inasmuch as Elmer Scales, the interviewer, is now with the Armed Forces and absent from the office.

5. Instant investigation shows this woman to be employed as an Assistant Clerk in Treasury Procurement in Cincinnati, Ohio at an annual wage of \$1620, which amount is \$360 in excess of the annual wage she would have received had she been hired by this depot in July of 1943.

6. Charges of complainant that this depot is prejudiced in hiring employees, because of their color, could scarcely be justified in view of the fact that this depot's Manpower Reports show that more than 40 percent of its employees are Negroes, doing various jobs, including office work.

For the Commanding Officer:

John H. Byrne
JOHN H. BYRNE,
1st Lt., Signal Corps,
Personnel Officer.

1 Incl. n/c

HO. A A R
31 JUL 1974
MAIL SECTION - AAF ANNEX #2

WAR DEPARTMENT
WASHINGTON, D. C.

13 July 1944

PRW

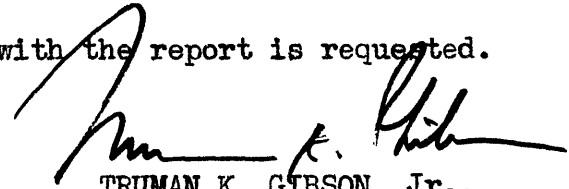
MEMORANDUM FOR: Assistant Chief of Air Staff, Personnel
Army Air Forces

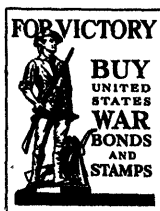
Subject: Alleged Race Discrimination Against
Applicant for Appointment at the Second
Army Air Force Storage Depot, Cincinnati,
Ohio.

Attached hereto is a letter from the President's Committee on Fair Employment Practice alleging that race discrimination was practiced against Miss Ella Cotton in her effort to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Depot, Cincinnati, Ohio.

May the facts in this case be investigated with a view to determining whether there has been any violation of the directives of this Department forbidding race discrimination in War Department employment?

Return of the enclosure with the report is requested.


TRUMAN K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War



Incl #1

HQ. AAF
15 JUL 44
MAIL SECTION

RECEIVED

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3

13 July 1944

MEMORANDUM FOR: Assistant Chief of Air Staff, Personnel
Army Air Forces

Subject: Alleged Race Discrimination Against
Applicant for Appointment at the Second
Army Air Force Storage Depot, Cincinnati,
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Attached hereto is a letter from the President's Committee on Fair Employment Practice alleging that race discrimination was practiced against Miss Ella Cotton in her effort to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Depot, Cincinnati, Ohio.

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Return of the enclosure with the report is requested.

TRUMAN K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War

Copy "C"

13 July 1944

MEMORANDUM FOR: Assistant Chief of Air Staff, Personnel
Army Air Forces

Subject: Alleged Race Discrimination Against
Applicant for Appointment at the Second
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Attached hereto is a letter from the President's Committee on Fair Employment Practice alleging that race discrimination was practiced against Miss Ella Cotton in her effort to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Depot, Cincinnati, Ohio.

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Return of the enclosure with the report is requested.

TRUMAN K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War

13 July 1944

Mr. Clarence H. Mitchell,
Associate Director of Field
Operations,
President's Committee on
Fair Employment Practice,
Washington, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of 4 July 1944 requesting an investigation into the complaint of Miss Ella Cotton, who alleges that race discrimination was practiced against her in her effort to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Depot, Cincinnati, Ohio.

I am today requesting an investigation and as soon as a report is received you will be advised.

It will be appreciated if you will kindly forward a courtesy copy with all letters addressed to this office.

Yours very truly,

TRUMAN K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War

13 July 1944

Mr. Clarence M. Mitchell,
Associate Director of Field
Operations,
President's Committee on
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Dear Mr. Mitchell:

Reference is made to your letter of 4 July 1944 requesting an investigation into the complaint of Miss Ella Cotton, who alleges that race discrimination was practiced against her in her effort to secure employment as a Property and Supply Clerk at the Second Army Air Force Storage Depot, Cincinnati, Ohio.

I am today requesting an investigation and as soon as a report is received you will be advised.

It will be appreciated if you will kindly forward a courtesy copy with all letters addressed to this office.

Yours very truly,

THOMAS K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War

22 September 1943

Mr. George M. Johnson,
Assistant Chairman,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

Dear Mr. Johnson:

On 27 July 1943 you forwarded to this office the complaint of Miss Ethel Checks alleging that there was a differential between the wages paid Negro and white workers at the Seattle Quartermaster Depot, Seattle, Washington,

The report of the investigation into this complaint states as follows:

Warehouse labor at that Depot is primarily utilized to handle incoming and outgoing stores, and rewarehousing stocks, however, in lax periods, it is also required to clear away its debris. A recent survey of ungraded positions disclosed that several Junior Laborers were being utilized in clean-up work on a full-time basis, and were receiving more compensation than is paid for straight janitorial services.

These employees, including Miss Checks, were notified that if they wished to continue to receive the pay of Junior Laborers it would be necessary that they perform the work of laborers; that if they preferred to continue on purely janitorial duties, they would be changed to the graded status of Sr. Janitor, CPC-4, at \$1500 per annum. Miss Checks was one who indicated that she preferred to remain a laborer rather than take the reduction in pay, and is currently performing the work of a laborer.

Miss Checks implied that she had been employed six months. She was actually employed June 22, 1943. Miss Checks' statement that only colored employees suffered a reduction in pay, and all white employees were increased is without foundation. Actually, some colored

ca/mc

Mr. George M. Johnson
22 September 1943

Page - 2 -

employees received greater increases than some white employees, depending on the nature of their work and the allocation of their jobs in the Internal Job Alignment Survey.

The statement that all Janitors were told that they were to be given an increase in pay is obviously an assumption on her part, for Janitors were never told by any authorized person that they were to be given a pay increase. Miss Cheeks further indicated that the Janitors were told that they could do labor work or quit. The officer actually told them they could change to labor work if they wished to retain laborer's wages, or they could remain as Janitors at \$1500 per annum, or they could resign if they didn't care for either choice.

The Committee may wish to check this report with Miss Cheeks. If so, I shall be pleased to have any additional information at variance with the report which you may obtain.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

22 September 1943

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Assistant Chairman,
President's Committee on
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Tenth and U Streets, N.W.,
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Mr. George M. Johnson
22 September 1943

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The Committee may wish to check this report with Miss Cheeks. If so, I shall be pleased to have any additional information at variance with the report which you may obtain.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.

August 24, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Reference is made to your memorandum of August 7, 1943 relative to the complaint of Miss Ethel Cheeks who alleged that there is a differential between the wages paid Negro and white workers at the Seattle Quartermaster Depot, Seattle, Washington.

2. An investigation has been made in this connection and the report has been carefully reviewed. It is learned that warehouse labor at that Depot is primarily utilized to handle incoming and outgoing stores, and rewarehousing stocks, however, in lax periods, it is also required to clear away its debris. A recent survey of ungraded positions disclosed that several Junior Laborers were being utilized in clean-up work on a full-time basis, and were receiving more compensation than is paid for straight janitorial services.

3. These employees, including Mrs. Cheeks, were notified that if they wished to continue to receive the pay of Junior Laborers it would be necessary that they perform the work of laborers; that if they preferred to continue on purely janitorial duties, they would be changed to the graded status of Sr. Janitor, CPC-4, at \$1500 per annum. Mrs. Cheeks was one who indicated that she preferred to remain a laborer rather than take the reduction in pay, and is currently performing the work of a laborer.

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Alignment Survey.

5. The statement that all Janitors were told that they were to be given an increase in pay is obviously an assumption on her part, for Janitors were never told by any authorized person that they were to be given a pay increase. Mrs. Cheeks further indicated that the Janitors were told that they could do labor work or quit. The officer actually told them they could change to labor work if they wished to retain laborer's wages, or they could remain as Janitors at \$1500 per annum, or they could resign if they didn't care for either choice.]

6. We trust this information is satisfactory to you.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch

na/crp

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6. We trust this information is satisfactory to you.

J. H. Mason, Chief
Employee Relations Branch

7 August 1943

MEMORANDUM

**TO: The Director of Industrial Personnel Division
Army Service Forces**

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Ethel Cheeks, 1311 East Terrace Street, Seattle, Washington, alleging that there is a differential between the wages paid Negro and white workers at the Seattle Quartermaster Depot. A copy of Miss Cheeks' letter, addressed to the "War Labor Department," and referred to this office by the Committee is attached hereto.

May this complaint be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal Employment?

Truman K. Gibson, Jr.,
Acting Civilian Aide to the Secretary
of War.

WAG

7 August 1943

MEMORANDUM

**TO: The Director of Industrial Personnel Division
Army Service Forces**

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May this complaint be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal Employment?

Truman K. Gibson, Jr.,
Acting Civilian Aide to the Secretary
of War.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C. 25

July 27, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

I am enclosing herewith two copies of a letter from Miss Ethel Cheeks, 1311 East Terrace Street, Seattle 22, Washington, who complains that she is being discriminated against in wages received solely because of her race in her employment at the Seattle Quartermaster Depot.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant to the Chairman

Enclosures



July 27, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

I am enclosing herewith two copies of a letter from Miss Ethel Cheeks, 1311 East Terrace Street, Seattle 22, Washington, who complains that she is being discriminated against in wages received solely because of her race in her employment at the Seattle Quartermaster Depot.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson
Assistant to the Chairman

Enclosures

C
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P
Y

1311 E. Terrace St.
Seattle 22, Wash.
July 10, 1943

War Labor Dept.
Washington, D. C.

To whom it may concern:

Dear Sir:

I am so sorry to take up your valuable time that means so much when the nation is at war.

I am working at the Seattle Quartermaster Depot. I have been there since June 22nd.

J.P. Cogan Maj. Inf. Provost Marshall

I am working under Lieut. Spencer. I am a Janitress. My name is Miss Ethel Cheeks. My number on my Badge is 3610. My finger print is said to be filed in the Federal Bureau at Wash. D. C. When I was hired I (was) hired for 80 cents an hour through Civil Service.

I am writing concerning the new set up. Or was there a new set up.

All the Janitress are colored.

This morning Lieut. Spencer called a meeting for only the colored help. He told the colored janitress we have a cut now we get 52 cents an hour, instead of 80 cents an hour. All the other help has a raise from 2 to 7 cents. Lieut. Beard read a letter. He is Lieut. in warehouse No. 2. He said it came from Washington, D. C. It came to us out of a clear sky. He said for us to decide right then if we want labor work or quit. And we had no time to think it over. In all other changes Wash. make the people always know in ample time announce over radio and some time in the paper.

Our pay won't be until July 17. I didn't know they could make a change in the middle of a pay without even some kind of an understanding.

Will you please tell me why all colored people in Warehouse No. 1 got such a low cut all the white people got a raise? It don't sound like Washington doing to me. I worked hard went through Civil Service to get this job then in such a short time had to be disappointed. Wouldn't went through all of that had know job only pay 52 cents an hour. It don't seem like it is a fair doing to me.

Please write and tell me all of the definite facts about the new set up. Or please investigate it for me. Seattle Quartermaster Depot, near Hudson St.

I thank you very kindly,

Yours truly,
Ethel Cheeks

1311 E. Terrace St., Seattle 22, Wash.

25 September 1943

Mr. George M. Johnson
Assistant Chairman
The President's Committee on
Fair Employment Practice
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

On 28 June 1943 you forwarded to this office the complaint of Mrs. Georgia Carr alleging that race discrimination had been practiced against her and other Negro girls in the termination of their employment at the Army Air Forces Storage Depot in Columbus, Ohio.

The report of the investigation into this complaint states as follows:

Mrs. Carr and the other women engaged in the same crew were employed for temporary duty in repacking some aviation clothing. Their separations were effected when that station was directed to reduce personnel. These women being among the last employed, became the first taken out of service in compliance with the directive ordering the reduction. It is understood that this reduction was explained to them thoroughly and each individual was sent a written notice in accordance with the laws governing employment of Federal Civil Service Employees.

The Committee may wish to check this report with Mrs. Carr. If so, I shall be pleased to have any additional information at variance with it which you may obtain.

Yours very truly,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

erb/c

25 September 1943

Mr. George M. Johnson
Assistant Chairman
The President's Committee on
Fair Employment Practice
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

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The Committee may wish to check this report with Mrs. Carr. If so, I shall be pleased to have any additional information at variance with it which you may obtain.

Yours very truly,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.

September 3, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Please refer to our memorandum of July 22, 1943, in reply to your memorandum in behalf of Mrs. Georgia Carr and other workers of the Army Air Forces Storage Depot in Columbus, Ohio, who alleged that discrimination was practiced against them in their separation from their positions.
2. An investigation has been made in this connection and it is indicated in the report that Mrs. Carr and the other women engaged in the same crew were employed for temporary duty in repacking some aviation clothing. Their separations were effected when that station was directed to reduce personnel. These women being among the last employed, became the first taken out of service in compliance with the directive ordering the reduction. It is understood that this reduction was explained to them thoroughly and each individual was sent a written notice in accordance with the memos governing employment of Federal Civil Service employees.
3. There is no evidence in the report to substantiate the charge that discrimination was practiced in this instance.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



ms/crp

September 3, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Please refer to our memorandum of July 22, 1943, in reply to your memorandum in behalf of Mrs. Georgia Carr and other workers of the Army Air Forces Storage Depot in Columbus, Ohio, who alleged that discrimination was practiced against them in their separation from their positions.
2. An investigation has been made in this connection and it is indicated in the report that Mrs. Carr and the other women engaged in the same crew were employed for temporary duty in repacking some aviation clothing. Their separations were effected when that station was directed to reduce personnel. These women being among the last employed, became the first taken out of service in compliance with the directive ordering the reduction. It is understood that this reduction was explained to them thoroughly and each individual was sent a written notice in accordance with the Memos governing employment of Federal Civil Service employees.
3. There is no evidence in the report to substantiate the charge that discrimination was practiced in this instance.

J. H. Mason, Chief
Employee Relations Branch

16 July 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter addressed to Mrs. Roosevelt by Mrs. Georgia Carr alleging that she and other Negro girls were discriminated against in the termination of their services at the Army Air Forces Storage Depot in Columbus, Ohio. Her complaint was forwarded to this office by the President's Committee on Fair Employment Practice.

May the facts in this case be investigated to determine whether there has been any violation of the directives forbidding racial discrimination in Federal employment?

Truman K. Gibson, Jr.,
Acting Civilian Aide to the Secretary
of War.

copy
10

16 July 1943

MEMORANDUM

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Attached hereto is a copy of a letter addressed to Mrs. Roosevelt by Mrs. Georgia Carr alleging that she and other Negro girls were discriminated against in the termination of their services at the Army Air Forces Storage Depot in Columbus, Ohio. Her complaint was forwarded to this office by the President's Committee on Fair Employment Practice.

May the facts in this case be investigated to determine whether there has been any violation of the directives forbidding racial discrimination in Federal employment?

Truman K. Gibson, Jr.,
Acting Civilian Aide to the Secretary
of War.

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C. 25

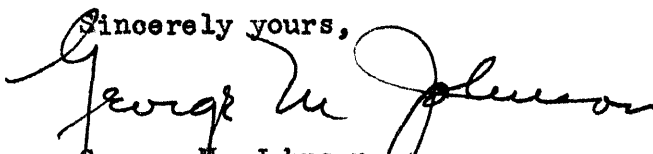
June 28, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

I am enclosing herewith two copies of a letter addressed to Mrs. Roosevelt from Miss Georgia Carr, 200 East Fifth Avenue, Columbus, Ohio, in which she complains that she and other Negro girls were discriminated against because of their race in their dismissal from the Army Air Forces Storage Depot in Columbus, Ohio. Miss Carr gives the names of nine other girls who were involved in the alleged discrimination, among whom were the Misses Eula Patterson, Pinkey Doughty, Mattie Pendleton, Dora Super, and Lucy Mack.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosures



June 28, 1943

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Acting Civilian Aide to the
Secretary of War
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Washington, D. C.

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It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosures

C
O
P
Y

200 E. 5th Ave.
Columbus, Ohio
June 11, 1943

Mrs. E. Roosevelt:

Dear Madame:

We as a group of Negro war workers, were holding a position at the 3rd A.A.F.S.D. at the State Fair Grounds. At present, we are not working, because of the store-keeper that was supervising the work. We were assigned to this building to pack war necessities, and have been given credit of doing our work well. But our confusion came about, because this instructor does not know how to speak to us. He speaks to us as if we were not human, for this reason we went to the office to report his action toward us, and were given passes out of the gate. The following day, we went back to the Depot, and didn't get any consideration because the man could not be located. We were told to go home and a letter would be mailed to us telling us when we would get consideration. We rec'd. this letter Wed. (6-9-43) a copy of which I am enclosing. We understand we are entitled to a hearing, which we have not had.

We have been told, we have read, to do something toward the War Effort to help win the war.

We have relatives and friends in service and are trying to do our part to help them. How can we be stopped so rudely, for no reason at all? The work we were doing is vital. We want to work, each and every one of us, and we will work, but we don't see any reason that we have to be mistreated and thrown off a job because of nationality, that we cannot help.

We would appreciate your cooperation with us.

Respectfully yours,

/s/ Georgia Carr

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.

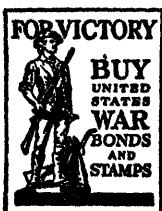
July 22, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Your letter, dated July 16, 1943, concerning the termination of Mrs. Georgia Carr and other workers of the Army Air Forces Storage Depot in Columbus, Ohio, who allege that discrimination was practiced against them, is hereby acknowledged.

2. Inasmuch as this office is not fully informed of all the facts in this case, action has been taken to secure additional information. At such time as the necessary reports are received, a further reply will be made to you.

G. H. Mason
G. H. Mason, Chief
Employee Relations Branch



ms/crp

July 22, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Your letter, dated July 16, 1943, concerning the termination of Mrs. Georgia Carr and other workers of the Army Air Forces Storage Depot in Columbus, Ohio, who allege that discrimination was practiced against them, is hereby acknowledged.

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J. H. Mason, Chief
Employee Relations Branch

5 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on Fair
Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Johnson:

On March 22, 1943, you forwarded to this office the complaint of Mr. Owen W. Campbell, Sr., who alleged that he had been discriminated against because of his race in his dismissal from employment as a bricklayer at the Army Base at Hampton Roads, Virginia.

According to the report of an investigation conducted in this matter, Mr. Campbell was discharged from his position for unsatisfactory performance of his duties and repeated failure to stay on the job. The Civilian Personnel Division, Office of the Secretary of War, has a file containing specific evidence of his poor work.

Yours very truly,

TRUMAN K. GIBSON, Jr.,
Acting Civilian Aide to the Secretary
of War

copy

5 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on Fair
Employment Practice,
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Washington, D. C.

Dear Mr. Johnson:

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Yours very truly,

TRUMAN K. GIBSON, Jr.,
Acting Civilian Aide to the Secretary
of War

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

June 14, 1943

MEMORANDUM TO: Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War

1. Reference is made to your memorandum, dated April 1, 1943, in behalf of Mr. Owen M. Campbell, Sr., who alleged that racial discrimination was practiced against him in the termination of his services as a brick layer at the Army Base at Hampton Roads, Virginia.

2. According to the report of an investigation conducted in this matter, Mr. Campbell was discharged from his position for unsatisfactory performance of his duties and repeated failure to stay on the job.

3. The wide spread employment of colored employees at the Army Base at Hampton Roads, Virginia, is shown in the following: All of the truck drivers are colored; colored automobile mechanics are employed; the best crane operator at that station is colored; the staff of the Port Laundry is entirely colored. For many years Mr. Campbell's father has been employed at the Base as a laborer and is still working.

4. This office has a file containing specific evidence of his poor work. It is evident that Mr. Campbell was dismissed for unsatisfactory service and no discrimination was practiced against him as alleged.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



ms/bk

June 14, 1943

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J. H. Mason, Chief
Employee Relations Branch

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

C O N F I D E N T I A L

May 27, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This is to acknowledge receipt of your confidential letter of May 20, in reference to the complaint of Mr. E. H. Carter against the Midwest Air Depot.

It is requested that this office be informed of the results of the investigation which is being made into the loyalty of Mr. Carter.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary

COFEP
Same

C O N F I D E N T I A L

May 27, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
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Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Lauter

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

April 14, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. The Civil Service Commission has referred to this office a letter in which Mr. E. H. Carter alleges discrimination because of creed against his advancement at the Midwest Air Depot.

2. This office is securing a report of this matter and will make further reply to you when it is received. Copies of the letter from the Commission and the letter from Mr. E. H. Carter are attached.

J. H. Mason

J. H. Mason, Chief
Employee Relations Branch

2 Attachments



P.C. FS

ms/kva

April 14, 1943

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of War.

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J. H. Mason, Chief
Employee Relations Branch

2 Attachments

COMMISSIONERS

HARRY B. MITCHELL, PRESIDENT
LUCILLE FOSTER McMILLIN
ARTHUR S. FLEMMING
LAWSON A. MOYER,
EXECUTIVE DIRECTOR AND CHIEF EXAMINER

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

ADDRESS ONLY
"CIVIL SERVICE COMMISSION"
IN YOUR REPLY REFER TO
FILE
CX:MET
AND DATE OF THIS LETTER

April 7, 1943

Γ

The Honorable
The Secretary of War

L

Sir:

There is inclosed a letter dated March 31, 1943, in which Mr. E. H. Carter, Route 9, #371, Oklahoma City, Oklahoma, alleges discrimination because of creed against his advancement at the Midwest Air Depot.

Since this appears to be an administrative matter within the jurisdiction of the War Department, the Commission is respectfully referring the letter to the Department for appropriate consideration.

In accordance with the Commission's agreement with the President's Committee on Fair Employment Practice under the provisions of Executive Order No. 8802, a copy of Mr. Carter's letter is being referred to the Committee, and it is being advised of this referral.

By direction of the Commission:

Very respectfully,

L. A. Moyer
Executive Director
and Chief Examiner

Inclosure #174202



COPY -----

3/31/1943
Oklahoma city, Okla.
Rt. 9#371

Civil Service Commission
Washington D.C.

Dear sirs

I am writing concerning difficulties I am having at the Midwest Air Depot regarding my journeyman rating which should have been given me four or five months ago, but because of an discrimination held against me, has been with held.

I have been dismissed twice from other war work because of my religious views, once from a much better paying job than I now hold. And now Mr. Start the general shop foreman and Mr Ingle the shop forman have held up my rating because I do not work on Saturday, I have offered to work double shift and in case of sickness when no one could fill my place, even on saturday.

I am a Seventh Day Adventist and believe in refraining from work from sonset Friday to sunset Saturday. We are registered in Washington D. C. as Noncombatants and have been recognized as such by the government since the civil war.

I was dismissed from the better paying job because of noncombatancy in which I believe.

When Mr. Start learned it would not be so easily to dismiss me from Civil Service because of religious views, he is holding up my rating because of my work, this he is unable to substantiate.

I have in my possession, recommendations covering a period of almost four years, beside one year to date with civil service, also a year and a half or two years with the Santa Fe R.R. Machine Shop, also six months in a private machine and blacksmith shop which I left to become Instructor in a defence school.

I can furnish proof from men here in the depot who are better qualified than Mr. Start to judge my work.

It seems to me these men have things set against me from source, I do not know where, because when Mr Start refused to give me any help in my difficulties in securing my rating, I told him I would appeal to higher authorities, he ask me to whom would I appeal? I told him to Washington D. C. if necessary, he said, you will not take any thing out of this depot, and that they would run things here themselves, I replied, that I thought this was a government Institution. he then said you are not going to demand any thing, I answered, no, I am not going to DEMAND any-thing, but that I was going to have this looked into, he told me to go ahead with it, I replied O,K. and walked out. That was over two months ago and the last time I have talked to him.

I have spent hours, and rationed gasoline trying to get this straitened out taking it to the army officials, and to date have not received any results.

I have tried to settle this here, and now I feel that this should be investigated at once, and that I be given a fair deal. if not I shall appeal to the president.

I can give an investigator names of disinterested parties working here at the depot who know, not only my ability, but also that of other machinist who applied for rating the same as I. and rec'd it.

I feel my rating should date back to the thime that others who applied the same time I did, received theirs.

I am enclosing herewith a letter written, to both Col Turnbull and Muelzier written shortly after I had an interview with Col. Muelzier and after I had talked to Col Turnbull over the phone.

COPY --

Expecting due consideration and an early reply, I remain

Sincerely and very respectfully
Yours

/s/ E. H. Carter
E. H. Carter

Recopy E. H. C.

Feb. 18th 1943
527 N. E, 5th
Oklahoma city Okla.

Col. Wm R. Turnbull and Col Leslie G. Muelzier
Dear Sirs.

I feel you have not been properly informed concerning the discrimination against me in the machine shop at O.C.A.D. and because of this fact I want to make these statements.

After I gave Mr. Start letters and executive orders by the President, Mr. Roosevelt, order No. 8802 also one from Assistant Secretary of the Navy, Ralph A. Bard, and Secretary of the navy, Frank Knox, regarding information concerning Seventh Day Adventist and other creeds and races, which had particular reference to my religious day off, then he said to me, "If onne of your foreman should bring me a report against your work, and recommend your dismissal, and you were dismissed. What would you do about it?"

Than after a pproaching Mr Ingle twice regarding my journeyman rating, I went to Mr. Start about it, He told me my rating had been held up because of my work, and that he had essn me sitting around and in different places in the shop, himself. And could no nothing about my rating until my foremans O.K. was placed on it.

I informed him my foreman had approved it, he said Mr. Ingle would have to O.K. it I then went to Mr. Ingle and was told he held up my rating because I wouldn't work on Saturday and should an emergency arise and I wouldnt work Saturday I would hold up a plane needed at the front. He then ask me if I received my rating if I would work Sat. I told him no., except in case of sickness when no one could fill my place,

I asked several sopervisors and formans and some of their assistants if they knew any reasons for me not receiving my rating, their answers have been in the negative.

With t is evidence, and upon the knowledge of my own experience and recommendations which I now hold eleven months of Civil Service at San Antonio and here at O.C.A.D. I believe my rating should date back to the time that others who signed up at the same time of myself, received theirs.

I have been in war work since 1940 and at one time in a more responsible position and with much better wages than I now receive. having also had much more experience than just machine shop work, including welding, combustion engine, electrical and some diesel engine and also forge work, I fellf I am justified in asking for my rarint.

I remain sincerely and very respectfully yours,

/s/ E. H. Carter

May 20, 1943

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

Dear Mr. Cramer:

Under date of April 7, 1943, the Civil Service Commission referred to the Secretary of War a letter dated March 31, 1943, in which Mr. E. H. Carter, Route 9, #371, Oklahoma City, Oklahoma, alleged discrimination because of creed against his advancement at the Midwest Air Depot.

This is to inform you that a request for the reclassification of Mr. Carter from Junior Aircraft Machinist, \$1860 per annum to Aircraft Machinist \$2000 per annum was made from the maintenance department on April 15, 1943, and was approved effective May 1, 1943.

For your information, you are advised that at the present time this employee is under investigation by the Investigation Division of the Civil Service Commission concerning a report of "questionable Loyalty Toward the Government" as result of a letter dated November 5, 1942, from the local Civil Service Board, San Antonio, Texas.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

C. Gibson

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

May 18, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Please refer to our memorandum dated April 14, 1943, relative to the complaint of Mr. E. H. Carter who alleged that discrimination because of creed was practiced against him in his effort to secure advancement at the Oklahoma City Air Depot, Oklahoma.
2. This is to inform you that a request for the reclassification of Mr. Carter from Junior Aircraft Machinist, \$1860 per annum to Aircraft Machinist \$2000 per annum was made from the Maintenance Department on April 15, 1943, and was approved effective May 1, 1943.
3. It is noted that at the present time this employee is under investigation by the Investigation Division of the Civil Service Commission concerning a report of "Questionable Loyalty Toward the Government", as a result of a letter dated November 5, 1942, from the Local Civil Service Board, San Antonio, Texas.
4. This information is forwarded to you for your records.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



MS/VA

May 18, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Please refer to our memorandum dated April 14, 1943, relative to the complaint of Mr. E. H. Carter who alleged that discrimination because of creed was practiced against him in his effort to secure advancement at the Oklahoma City Air Depot, Oklahoma.

2. This is to inform you that a request for the reclassification of Mr. Carter from Junior Aircraft Machinist, \$1860 per annum to Aircraft Machinist \$2000 per annum was made from the Maintenance Department on April 15, 1943, and was approved effective May 1, 1943.

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J. H. Mason, Chief
Employee Relations Branch

15 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Johnson:

On April 28, 1943, you forwarded to this office the complaint of Mrs. Lydia N. Chin who alleged that racial discrimination was practiced against her in her effort to secure employment as a Junior Draftsman Trainee at the Map Making Headquarters in Chicago.

The report of the investigation into this complaint states as follows:

It has always been the policy of that office to hire personnel on the basis of qualifications, experience and potential possibilities regardless of race, creed or color. Of fifty Negro employees who were hired, two were colored supervisors.

Mrs. Chin was one of several persons interviewed for a particular position in that office. It is the policy of that office to interview approximately three times as many persons as are needed to insure securing the best possible material available. In the case of Mrs. Chin, it was the opinion of the interviewing officer that some of the other applicants had better qualifications. It does not appear that Mrs. Chin was not qualified for the position in question, but that other applicants were better qualified.

The attitude of that office toward employing and advancing colored employees has been very broad. Of 27 Key men selected for Job Instructor Training, five of these selected were colored.

The Committee may wish to make its own further investigation into this matter.

Yours very truly,

Truman K. Gibson, Jr.,
Acting Civilian Aide to the Secretary
of War.

copy to "C"

15 July 1943

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Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
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The Committee may wish to make its own further investigation into this matter.

Yours very truly,

Truman K. Gibson, Jr.,
Acting Civilian Aide to the Secretary
of War.

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

June 15, 1943

MEMORANDUM TO: Acting Civilian Aide to the Secretary of War.

1. Reference is made to your memorandum of May 3, 1943, relative to the complaint of Mrs. Lydia M. Chin, who alleged that racial discrimination was practiced against her in her effort to secure employment as a Junior Draftsman Trainee at the Map Making Headquarters in Chicago.

2. A report has been received in this connection and it is learned that it has always been the policy of that office to hire personnel on the basis of qualifications, experience and potential possibilities regardless of race, creed or color. Of fifty Negro employees who were hired, two were colored supervisors.

3. Mrs. Chin was one of several persons interviewed for a particular position in that office. It is the policy of that office to interview approximately three times as many persons as are needed to insure securing the best possible material available. In the case of Mrs. Chin, it was the opinion of the interviewing officer that some of the other applicants had better qualifications. It does not appear that Mrs. Chin was not qualified for the position in question, but that other applicants were better qualified.

4. The attitude of that office toward employing and advancing colored employees has been very broad. Of 27 Key men selected for Job Instructor Training, five of these selected were colored.

5. In view of the foregoing facts, it is not believed that there has been any violation of directives prohibiting racial discrimination in Federal employment.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



June 15, 1943

MEMORANDUM TO: Acting Civilian Aide to the Secretary of War.

1. Reference is made to your memorandum of May 3, 1943, relative to the complaint of Mrs. Lydia N. Chin, who alleged that racial discrimination was practiced against her in her effort to secure employment as a Junior Draftsman Trainee at the Map Making Headquarters in Chicago.

2. A report has been received in this connection and it is learned that it has always been the policy of that office to hire personnel on the basis of qualifications, experience and potential possibilities regardless of race, creed or color. Of fifty Negro employees who were hired, two were colored supervisors.

3. Mrs. Chin was one of several persons interviewed for a particular position in that office. It is the policy of that office to interview approximately three times as many persons as are needed to insure securing the best possible material available. In the case of Mrs. Chin, it was the opinion of the interviewing officer that some of the other applicants had better qualifications. It does not appear that Mrs. Chin was not qualified for the position in question, but that other applicants were better qualified.

4. The attitude of that office toward employing and advancing colored employees has been very broad. Of 27 Key men selected for Job Instructor Training, five of these selected were colored.

5. In view of the foregoing facts, it is not believed that there has been any violation of directives prohibiting racial discrimination in Federal employment.

J. H. Mason, Chief
Employee Relations Branch

May 3, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Lydia M. Chin, 6620 Rhodes Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Draftsman Trainee at the Map Making Headquarters in Chicago. Attached hereto is a copy of her letter to the Committee.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal Employment.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

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PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

WAR MANPOWER COMMISSION
WASHINGTON, D. C.

Shaw

April 28, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

I am enclosing herewith two copies of a letter from Mrs. Lydia M. Chin, 6620 Rhodes Avenue, Chicago, Illinois, a Negro, who feels that she was discriminated against because of her race in her efforts to secure employment with the Army Map Survey Office in Chicago.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary

Enclosures

April 28, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

I am enclosing herewith two copies of a letter from Mrs. Lydia M. Chin, 6620 Rhodes Avenue, Chicago, Illinois, a Negro, who feels that she was discriminated against because of her race in her efforts to secure employment with the Army Map Survey Office in Chicago.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosures

C
O
P
Y

6620 Rhodes Avenue
Chicago, Illinois
March 26, 1943

Mr. L. W. Cramer,
1918 Tenth St., N. W.,
Washington, D. C.

Dear Sir:

On March 8th, I applied for the position of "Junior Draftsman Trainee," a civil service position, at the Map Making Headquarters at 650 South Clark Street here in Chicago. I was interviewed by a Mr. Talbot and told that I should be notified within two or three days.

As I left the building, a person who is a Negro, the same as myself and seemed to be a sort of messenger there, came to me and whispering asked had I been accepted. He said so many Negro women had applied and practically all rejected, but the white women that applied were mostly all accepted. I could only state my uncertainty. He wished me luck and I left.

A week and a half later I phoned Mr. Talbot and reminded him of my application. He said all were mailed to Canton, Ohio and that if no answer came back in two and three days, when it did come, it was generally that the individual was unsuited for the work.

I have no health handicap, no arrests against my name, never had an intoxicating drink in my life and am well within the age limit. I have had about 5 years of actual art training including mechanical drawing and drafting. I have had a number of years of art work experience not counting the two and a half years on the Federal Arts Project. The last year that I spent on the Art Project which lasted up to the fourth of March, was spent redesigning and drafting charts of various sorts for the Army and Navy. My work had been considered so favorable by my supervisor, Mr. John Winters, that I had been recommended for a better classification and raise in pay, without my asking for it.

An older white woman who seemed to have several health difficulties and was in the same department with me, applied for the same job a month previous. She was accepted at once.

When that type of work was first started in Chicago, men from the Federal Arts Project who had no drafting experience whatever, were taken on and trained for the work.

I do not say that no Negroes have been hired. That is not true. But all evidence points to the fact that an effort is being made to keep the percentage down. I know there was positively no grounds for me to have been classified as unsuited for the position.

Yours truly,

/s/ (Mrs.) Lydia M. Chin

May 3, 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Johnson:

On March 20, 1943, you forwarded to this office several complaints of persons who alleged that racial discrimination had been practiced against them in their efforts to secure employment at the Anniston Ordnance Depot, Anniston, Alabama.

The report of the investigation states as follows:

Referring to the letter of March 20th from Mr. George M. Johnson, Assistant Executive Secretary, to Mr. Truman K. Gibson, Jr., Acting Civilian Aide to the Secretary of War, paragraph 1 of that letter deals entirely with Miss Genevieve K. Cooper, Post Office Box 245, Tuscumbia, Alabama, there is attached hereto communications marked Exhibits A, B, C, D, and E. These exhibits speak for themselves, and further Miss Cooper has never responded to our telegram of March 5th. We, therefore, considered this case closed.

Reference to paragraph 3 concerning Mrs. Lottie B. Carr, you are informed that this woman was appointed as a Senior Laborer at \$4.00 per diem at this Depot March 2, 1943, under the name of Lottie Satcher (maiden name) Carr.

Reference to paragraph 4 concerning Miss Mary Tom Dickerson and Miss Mary Boyd, the records of this Depot indicate that Miss Mary Dickerson was appointed to the position of Junior Checker, CAF-1 at \$1260 per annum effective March 3, 1943; whereas Mrs. Margaret F. Boyd was appointed to a position of Checker, CAF-2, \$1440 per annum, effective March 1, 1943. It will be noted that Mrs. Boyd is called Miss Boyd, her address being 409 C Street, Anniston, Alabama. The records of our Personnel Office show that it should read Mrs. Margaret F. Boyd, 409 C Street, Anniston, Alabama. Further, Mrs.

est/c

May 3, 1943

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Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

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Mr. George M. Johnson
May 9, 1943

Page - 3 -

In these circumstances, it appears that the investigation
has failed to substantiate the charges of racial discrimination.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

Mr. George M. Johnson
May 3, 1943

Page - 2 -

Boyd's husband has been employed at this Depot as a foreman since November 14, 1942.

Reference to paragraph 5 the policy has been established at this Depot to employ both Negroes and whites on the same percentage basis as the population of Calhoun County in which the Depot is situated.

Reference to paragraph 6 there are employed at the Depot a total of 6,507 persons of which 1,311 are colored. The proportion of colored employees as compared to the total is 20.1% and are classified as follows:

Senior Laborers, \$4.00 per day	1244
Charwomen, \$.40 per hour	20
Junior Janitor, CPC-2, \$1200 per annum	11
Repairman, Auto \$7.20 per diem	1
Under Toolkeeper, CAF-1 \$1260 per annum	1
Junior Clerk, CAF-2, \$1440 per annum	2
Under Clerk-Typist, CAF-1, \$1260 "	1
Clerk, CAF-4, \$1800 per annum	2
Senior Clerk, CAF-5, \$2000 per annum	1
Senior Storekeeper, CAF-5, \$2000 "	2
Helper Mechanical (Carpenter) \$5.60 per diem	1
Assistant Clerk, CAF-3, \$1620 per annum	3
Checker, CAF-2, \$1440 per annum	4
Junior Checker, CAF-1, \$1260 per annum	4
Storekeeper, CAF-4, \$1800 per annum	2
Foreman of Labor, \$8.00 per diem	2
Under Storekeeper, CAF-1, \$1260 per annum	2
Chauffeur, CPC-3, \$1320 per annum	2
Assistant Storekeeper, CAF-3, \$1620 per annum	1
Gang Boss, \$5.60 per diem	4
Junior Storekeeper, CAF-2, \$1440 per annum	1

1311

Mr. George M. Johnson
May 3, 1943

Page - 2 -

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1311

Mr. George M. Johnson
May 3, 1943

Page - 3 -

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Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

SPGC-C


3rd Indorsement

War Dept., ASF, Industrial Personnel Division, Civilian Personnel
Branch, Washington, D.C., April 29, 1943.

TO: Office of the Secretary of War,
Attention: Acting Civilian Aide to
The Secretary of War.

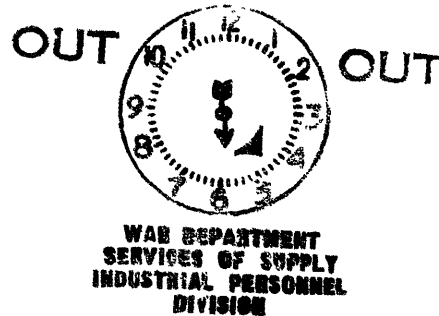
1. It is believed that the contents of the 2nd Indorsement
contain the facts requested in basic communication.

For the Director, Industrial Personnel Division:


GUY W. WADSWORTH, Jr.
Major, AUS,
Acting Executive Officer
Civilian Personnel Branch

6 Incls. n/c

MAY 1 - 43 PM



1948 MAY 23 AM 8 26

HAD/sc

SPGC-C

3rd Indorsement

War Dept., ASF, Industrial Personnel Division, Civilian Personnel
Branch, Washington, D.C., April 29, 1943.

TO: Office of the Secretary of War,
Attention: Acting Civilian Aide to
The Secretary of War.

1. It is believed that the contents of the 2nd Indorsement
contain the facts requested in basic communication.

For the Director, Industrial Personnel Division:

GUY W. WADSWORTH, Jr.
Major, AUS,
Acting Executive Officer
Civilian Personnel Branch

6 Incls. n/c

DUNN
ADRIANCE
WADSWORTH

WAR DEPARTMENT
WASHINGTON, D. C.

March 29, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice, requesting an investigation into the complaint of Miss Genevieve K. Cooper and Mrs. Lottie B. Carr who allege that racial discrimination was practiced against them in their efforts to secure employment at the Anniston Ordnance Depot, Anniston, Alabama, as Junior Clerk and Classified Laborer respectively.

May the facts in these cases be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees.

Truman K. Gibson, Jr.
Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

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D. O. W. A. D. E. T.
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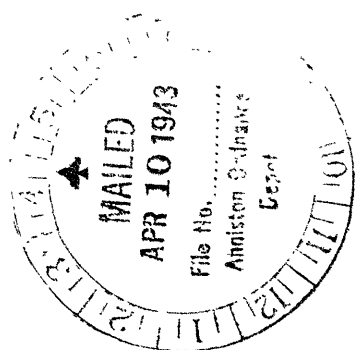


WAR DEPARTMENT
SERVICES OF SUPPLY
INDUSTRIAL PERSONNEL
SECTION



4166

APR 5 8 22 AM '43



O.O. 230.74/5646

SPGC-C 201 Carr, Lottie B.
Cooper, Genevieve K.
Anniston Ordnance Depot
Anniston, Alabama.

5

1st Ind.

ew/ben

HQ., ASF, IPD, Washington, D.C.
To the Chief of Ordnance.

April 1, 1943.

Attention: Civilian Personnel Branch.

1. For a complete investigation, in compliance with basic communication and inclosure, and report to this office.

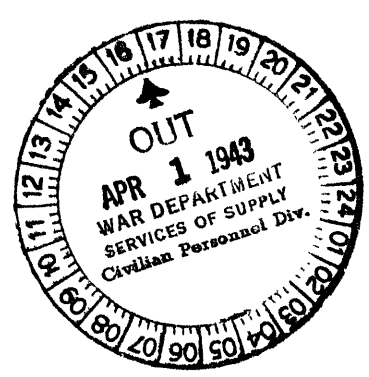
For the Director, Industrial Personnel Division:

A. S. Peake

A. S. PEAKE
Colonel, Infantry
Executive Officer
Civilian Personnel Branch.

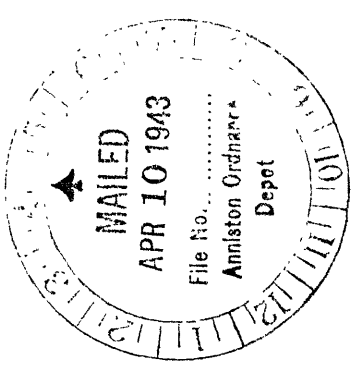
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APR 10 1943
ANNISTON ALA

O.O. 230.74/5646
Attn: SPOGC-Personnel Advisory Sec.
Anniston Ordnance Depot 230.74/1
SPGC-C 201 Carr, Lottie B.

2nd Ind.

Meier/cmd
6415

War Department, Ordnance Office, Washington, D. C., April 15, 1943

To: Commanding General, Headquarters, Army Service Forces, Washington, D. C.
Attn: Industrial Personnel Division
Civilian Personnel Branch

1. The following information from the Commanding Officer of the Anniston Ordnance Depot, Anniston, Alabama, concerning the complaints of alleged racial discrimination is quoted:

"Referring to the letter of March 20th from Mr. George M. Johnson, Assistant Executive Secretary, to Mr. Truman K. Gibson, Jr., Acting Civilian Aide to the Secretary of War, paragraph 1 of that letter deals entirely with Miss Genevieve K. Cooper, Post Office Box 245, Tuscumbia, Alabama, there is attached hereto communications marked Exhibits A, B, C, D, and E. These exhibits speak for themselves, and further Miss Cooper has never responded to our telegram of March 5th. We, therefore, considered this case closed.

"Reference to paragraph 3 concerning Mrs. Lottie B. Carr, you are informed that this woman was appointed as a Senior Laborer at \$4.00 per diem at this Depot March 2, 1943, under the name of Lottie Satcher (maiden name) Carr.

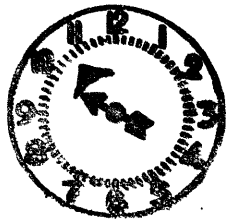
"Reference to paragraph 4 concerning Miss Mary Tom Dickerson and Miss Mary Boyd, the records of this Depot indicate that Miss Mary Dickerson was appointed to the position of Junior Checker, CAF-1 at \$1260 per annum effective March 3, 1943; whereas Mrs. Margaret F. Boyd was appointed to a position of Checker, CAF-2, \$1440 per annum, effective March 1, 1943. It will be noted that Mrs. Boyd is called Miss Mary Boyd, her address being 409 C Street, Anniston, Alabama. The records of our Personnel Office show that it should read Mrs. Margaret F. Boyd, 409 C Street, Anniston, Alabama. Further, Mrs. Boyd's husband has been employed at this Depot as a foreman since November 14, 1942.

"Reference to paragraph 5 the policy has been established at this Depot to employ both negroes and whites on the same percentage basis as the population of Calhoun County in which the Depot is situated.

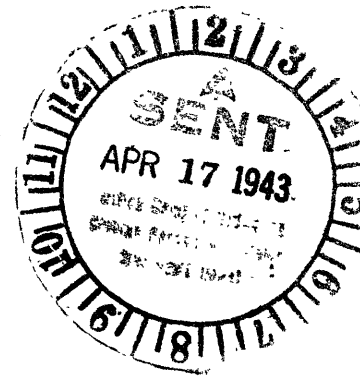
"Reference to paragraph 6 there are employed at the Depot a total of 6,507 persons of which 1,311 are colored. The proportion of colored employees as compared to the total is 20.1% and are classified as follows:

Senior Laborers, \$4.00 per day	1244
Charwomen, \$.40 per hour	20
Junior Janitor, CPC-2, \$1200 per annum	11

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WAR DEPARTMENT
SERVICES OF SUPPLY
INDUSTRIAL PERSONNEL
DIVISION

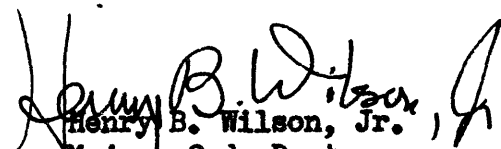


O.O.

April 15, 1943

Repairman, Auto, \$7.20 per diem	1
Under Toolkeeper, CAF-1, \$1260 per annum	1
Junior Clerk, CAF-2, \$1440 per annum	2
Under Clerk-Typist, CAF-1, \$1260 per annum	1
Clerk, CAF-4, \$1800 per annum	2
Senior Clerk, CAF-5, \$2000 per annum	1
Senior Storekeeper, CAF-5, \$2,000 per annum	2
Helper Mechanical (Carpenter) \$5.60 per diem	1
Assistant Clerk, CAF-3, \$1620 per annum	3
Checker, CAF-2, \$1440 per annum	4
Junior Checker, CAF-1, \$1260 per annum	4
Storekeeper, CAF-4, \$1800 per annum	2
Foreman of Labor, \$8.00 per diem	2
Under Storekeeper, CAF-1, \$1260 per annum	2
Chauffeur, CPC-3, \$1320 per annum	2
Assistant Storekeeper, CAF-3, \$1620 per annum	1
Gang Boss, \$5.60 per diem	4
Junior Storekeeper, CAF-2, \$1440 per annum	1
	<hr/>
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For the Chief of Ordnance:


Henry B. Wilson, Jr.
Major, Ord. Dept.
Assistant

Incls:
Cy. ltr. 3/20/43
Exhibit A
" B
" C
" D
" E

March 20, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This office has received a complaint from Miss Genevieve K. Cooper, Post Office Box 245, Tuscumbia, Alabama, that she has been discriminated against because of her race in her efforts to secure a position as Junior Clerk with the Anniston Ordnance Depot, Anniston, Alabama. Miss Cooper states as follows:

"Sometime ago I filed my application with the U. S. Civil Service Commission, applying for the office of Junior Clerk. I was notified that my application was accepted and on Feb. 9, 1943, I received a telegram from the War Ordnance Depot at Anniston, Ala., stating that a position as Junior Clerk was being offered me in this Depot. I wired them asking that this position be held open until Feb. 20, 1943. A reply came to this telegram asking me to report for duty on that date. I had made complete preparation to go when I was informed that this depot did not employ Negro women. Mr. James Hampton, Special Representative of Local #898 of the Hod Carriers Union wired to Anniston and contacted Mr. Robert Ingram, Chief Assistant Personnel and upon doing so was told by this Mr. Ingram that they did not employ Negro women. He further stated that when the blank was filed at his office he had no way of telling whether the applicant was colored or white."

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MAR 25 1943
J. H. ...

U. S. CIVIL SERVICE COMMISSION
WASHINGTON, D. C.
MAR 25 1943

Encl # 1
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APR 5 1943

Mr. Truman K. Gibson

-2-

March 20, 1943

The conversation between Mr. Hampton and Mr. Ingram, of the Depot, occurred on February 16, 1943.

The telegram which Miss Cooper received on February 9 reads as follows:

"OFFER POSITION AT ANNISTON ORDNANCE DEPOT AS JUNIOR CLERK \$1440 PER ANNUM PLUS TIME AND ONE HALF FOR ALL OVER FORTY HOURS PER WEEK. IF YOU ARE AVAILABLE ANSWER BY WIRE IMMEDIATELY STATING WHEN YOU CAN REPORT."

The telegram which she received on February 10, in response to her request that the position be held open until February 20, reads as follows:

"REFERENCE TELEGRAM FEBRUARY 10 1943 REQUEST YOU REPORT FOR DUTY AT THIS STATION FEBRUARY 20 1943."

This office has also received a complaint from Mrs. Lottie B. Carr, 808 West Nineteenth Street, Anniston, Alabama, that she has been unable to secure employment at the Depot because of her race. She received a letter dated January 28, requesting her to report immediately to Mr. Ingram at the Depot if she were interested in employment as a classified laborer. She states that a Mr. Coleman in the employment office informed her that she could not be employed because she was colored.

The Civil Service Commission has referred two other complaints to this office from Miss Mary Tom Dickerson, 250 Washington Street, Anniston, Alabama, and Miss Mary Boyd, 409 C Street, Anniston, Alabama, who allege that they were discriminated against in their efforts to secure employment at the Depot.

In view of the prima-facie case which Miss Cooper has presented and the supporting evidence in the other complaints, it is requested that these matters be investigated, along with a thorough investigation into the general employment practices of the Anniston Ordnance Depot, and that a report be furnished this office upon completion of the investigation.

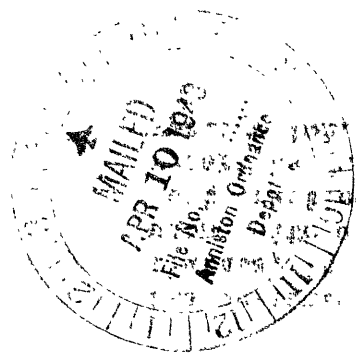
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Margaret F. Boyd
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J. C. Clark

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TO: [Illegible]

FROM: [Illegible]

SUBJECT: [Illegible]

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Mr. Truman K. Gibson

-3-

March 20, 1943

It is requested, also, that this office be furnished with number of Negroes employed, the various occupations in which they are engaged, and their proportion to the total employees of the Anniston Ordnance Depot.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

ANNISTON ORDNANCE DEP
230.74
APR 5 1943

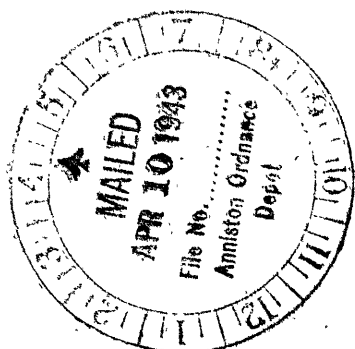
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AMMUNITION DEPARTMENT

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EXHIBIT A

SPOKB

Ingram/fe

February 22, 1943

Miss Genevieve K. Cooper
P. O. Box 245
Tuscumbia, Alabama

Dear Miss Cooper:

With reference to your application received from the Regional Director, Fifth U. S. Civil Service Region, Atlanta, Georgia, this is to inform you that positions as Jr. Clerk Typists \$1440 are now open at this Depot.

If you are interested in such position, it is requested that you report for duty immediately. If not interested, please notify this office within five days.

Yours very truly,

ROBERT E. INGRAM
Assistant Chief
Personnel Section

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APR 10 1943
AIRMAIL
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RECEIVED
PERSONNEL SECTION
APR 10 1943
TUSCUMBIA, ALA.

EXHIBIT A

Incl. #2

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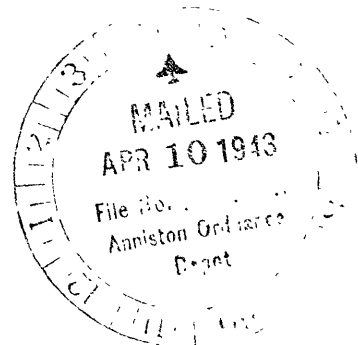
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COPY

INTERNATIONAL HOD CARRIERS' BUILDING AND COMMON LABORERS' UNION OF AMERICA

LOCAL NO. _____

CITY Tuscumbia, Ala., P.O. Box #245 DATE 2/24/43

SECRETARY _____

EXHIBIT B

ADDRESS Box 245 Tuscumbia, Ala.

Mr. Robert E. Ingram
Assistant Chief
Personnel Section, Ordnance Plant
Anniston, Ala.

Dear Mr. Ingram;

With reference to your letter of Feb.22,1942,I must say that there has been some error made with reference to my application filed with the Fifth U.S.Civil Service Region in Atlanta Georgia.

I filed an application for the position of Junior Clerk.I was also notified by your office that this position was opened and if I would accept such position to notify you immediately.By request I was to report for duty on Feb.20,1943.On Feb.16,Mr. James Hampton,Special Rep.of Hod Carriers Local #898 called you over long distance, and you stated if I can quote him correctly that you were not employing any Negro Women in these positions.

This is why I did not report for duty,as I felt it was needless to do so under these circumstances.This position as Junior Clerk Typist will have to be clerified to me.I thought there were only,Junior Clerk Junior Typist,Junior Sternographers,Iam not familiar with this term Junior Clerk Typist.

If the position is still open and you are employing Negro Women, I will report for duty at your suggestion. I am,

Yours truly,

Genevieve K. Cooper

C/

Fifth U.S.Civil Service Region
Atlanta Ga.

ANNISTON ORDANCE PLANT, ALA.
230.74/1 Incl 5 2
APR 10 1943

EXHIBIT B

Incl. # 5 -

RECEIVED DIRECTOR OF VETERANS
AFFAIRS WASHINGTON, D.C.

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MAIL ROOM NO. 1000000000

DATE

APR 10 1943

FOR THE DIRECTOR OF VETERANS AFFAIRS

TO THE DIRECTOR OF VETERANS AFFAIRS
WASHINGTON, D.C.

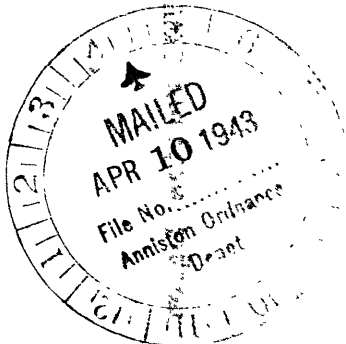
FROM THE DIRECTOR OF VETERANS AFFAIRS
WASHINGTON, D.C.

RE: [Illegible text]

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APR 10 1943

RECEIVED DIRECTOR OF VETERANS AFFAIRS

C
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EXHIBIT C

SPOKB

Ingram/fe

February 26, 1943

Miss Genevieve Cooper
P. O. Box 245
Tuscumbia, Alabama

Dear Miss Cooper:

Reference is made to your letter dated February 24, 1943 concerning employment at this Depot.

This station is well aware of all things concerning this case. Therefore, if you are interested in the position offered in our letter of February 22, 1943, it is requested that you notify the Personnel Office when it is convenient for you to report for duty.

Yours very truly,

ROBERT E. INGRAM
Assistant Chief
Personnel Section

APR 10 1943
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AGRICULTURE DEPARTMENT

RECEIVED
PERSONNEL SECTION
FEB 27 1943

EXHIBIT C

Incl. #4

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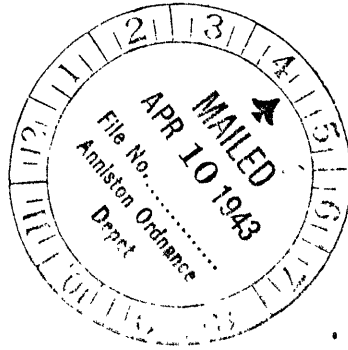
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EXHIBIT D

COPY

P.O.Box 245
Tuscumbia, Ala
3/2/43

Mr. Robert E. Ingram
Assistant Chief of Personnel
Ordnance Depot
Anniston, Ala.

Dear Sir;

Reference to your letter of Feb. 26, 1943, concerning employment at this depot. If its agreeable with you I will be down on Sat. Mar. 6 for an interview. If I find the situation agreeable, I will have to give you a date on which I will be able to report for duty at the depot. I will have to give notice here where I am now employed. If this is agreeable with you, please let me know by letter or wire.

Thanking you, I am

Very truly yours

(Miss) Genevieve Cooper

ANNISTON ORDNANCE DEPOT, ALA
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APR 10 1943
Incl. # 5

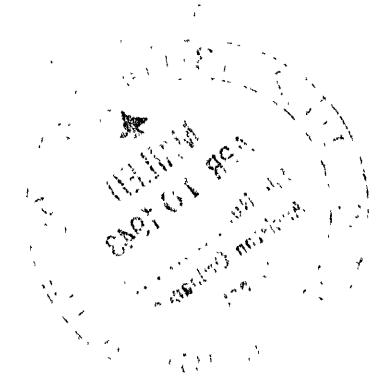


EXHIBIT D

Incl. # 5

EXHIBIT D

20. Box 243
Anniston, Ala.
3/2/43

Mr. Robert E. Ingram
Assistant Chief of Personnel
Ordnance Depot
Anniston, Ala.

Dear Sir:
Reference to your letter of Feb. 26, 1943, concerning a
transfer to your depot is appreciated. I will be glad to
make the necessary arrangements. If I can be of any
service to you in this matter, please let me know by letter or
phone. I will have to give notice here where I am now
employed. I will be glad to report for duty at the
new depot. If I can be of any service to you in this
matter, please let me know by letter or phone.

Very truly yours,

(Name) Executive Officer

Very truly yours

ANNISTON ORDNANCE DEPOT, ALA

APR 10 1943

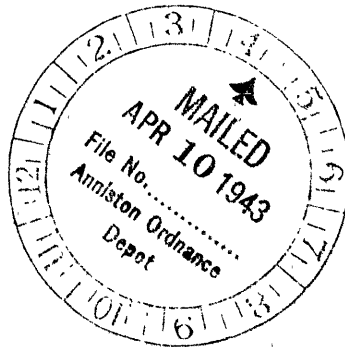


EXHIBIT D

EXHIBIT B

COPY

WAR DEPARTMENT
ANNISTON ORDNANCE DEPOT
ANNISTON, ALABAMA

MARCH 6, 1943

MISS GENEVIEVE COOPER
P. O. BOX 245
TUSCUMBIA, ALABAMA

REFERENCE YOUR LETTER OF MARCH 2, 1943, PLEASE REPORT TO THE
PERSONNEL OFFICE, ANNISTON ORDNANCE DEPOT, FOR PERSONAL
INTERVIEW MARCH 6, 1943.

W. A. CAPRON, COMMANDING

ANNISTON ORDNANCE DEPOT, ALA.
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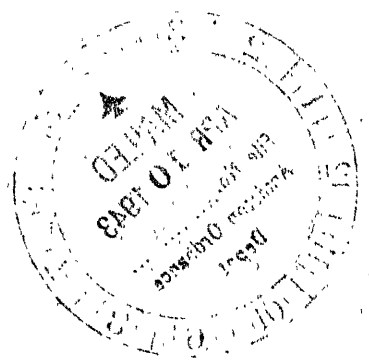


EXHIBIT B

Incl. # 6

EXHIBIT B

TO: DIRECTOR, FBI
FROM: SAC, MEMPHIS
SUBJECT: MURKIN

RE: MEMPHIS

MEMPHIS, TENNESSEE
APR 10 1943

RE: MURKIN, MEMPHIS, TENNESSEE
APR 10 1943

W. A. GAZDAR, COMMANDING

APR 10 1943

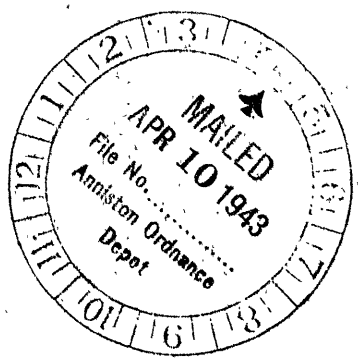


EXHIBIT B

May 7, 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on Fair
Employment Practice,
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

Reference is made to your letter of March 23, 1943, concerning the complaint of Mr. Willie Cain, 12 Hampden Street, Newark, New Jersey, who alleged that racial discrimination was being practiced against him in connection with his employment at Picatinny Arsenal.

The report of the investigation into his complaint states as follows:

1. The Commanding Officer of the Picatinny Arsenal has advised this office that Mr. Willie Cain was employed as a Classified Laborer at that establishment in the Stores Department on April 27, 1942. On several occasions he made requests for an increase in pay, which was not warranted for the position he held. He was offered a position on work in explosives at a higher rate of pay, which he declined.
2. Later Mr. Cain requested a position as Truck Driver in the Transportation Department. It was explained to him that it is the policy of the establishment to upgrade Classified Laborers in the Department who have qualified through a training period and in the performance of other duties. Some of these duties consist of greasing cars, cleaning garages, which Mr. Cain was unwilling to perform. At the present time there are 49 non-white Truck Drivers in the Transportation Department, all of whom have been upgraded from Classified Laborer positions.
3. Mr. Cain resigned on March 30, 1943, and was furnished a release. Subsequent to his resignation he filed another application for employment with the Local Civil Board at Picatinny and reported to the

copy

Mr. George M. Johnson,
President's Committee on Fair
Employment Practice
May 7, 1943

Page - 2 -

Employment Office on April 6, 1943. A comparison of his former application blanks revealed a misstatement by him to the effect that he had never before been employed at the Arsenal. He was not re-employed.

You may wish to check this report with the complainant. If so, I shall be pleased to have any additional information at variance with the report which you may receive.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

SPGC-C 201 Cain, Willie

4th Ind.

ben

HQ., ASF, IPD, Washington, D. C. May 5, 1943.
To the Office of the Secretary of War.

Attention: Civilian Personnel Division:

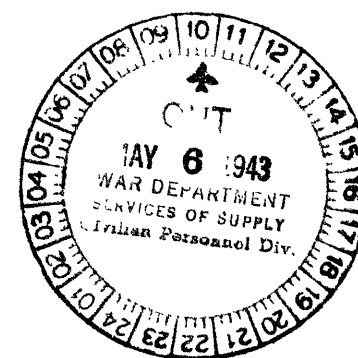
1. Attention is invited to report contained in preceding third indorsement from the Officer in Charge, Ordnance Office, in the case of Mr. Willie Cain's alleged discrimination in connection with his employment at the Picatinny Arsenal.

For the Director, Industrial Personnel Division:



GUY W. WADSWORTH, JR.
Major, AUS
Acting Executive Officer
Civilian Personnel Branch.

1 Incl.
n/c



SPGC-C 201 Cain, Willie

4th Ind.

ben

HQ., ASF, IPD, Washington, D. C. May 5, 1943.
To the Office of the Secretary of War.

Attention: Civilian Personnel Division:

1. Attention is invited to report contained in preceding third indorsement from the Officer in Charge, Ordnance Office, in the case of Mr. Willie Cain's alleged discrimination in connection with his employment at the Picatinny Arsenal.

For the Director, Industrial Personnel Division:

GUY W. WADSWORTH, JR.
Major, AUS
Acting Executive Officer
Civilian Personnel Branch.

1 Incl.
n/c

COMMISSIONERS
HARRY B. MITCHELL, PRESIDENT
LURILLE FOSTER McMILLIN
ARTHUR S. FLEMING
LAWSON A. MOYER,
EXECUTIVE DIRECTOR AND CHIEF EXAMINER

1943
UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

ADDRESS ONLY
"CIVIL SERVICE COMMISSION"
IN YOUR REPLY REFER TO
FILE CX:MET
AND DATE OF THIS LETTER

March 10, 1943

The Honorable
The Secretary of War

Sir:

There is inclosed a letter dated March 6, 1943, in which Willie Cain, 12 Hampden Street, Newark, N. J., alleges discrimination because of color in connection with his employment at the Picatinny Arsenal.

Since the matters discussed in Mr. Cain's letter appear to be within the administrative jurisdiction of the War Department, the Commission is respectfully referring the letter to the Department for appropriate consideration.

In accordance with the Commission's agreement with the President's Committee on Fair Employment Practice under the provisions of Executive Order No. 8802, a copy of Mr. Cain's letter is being referred to the Committee, and it is being advised of this referral.

By direction of the Commission:

Very respectfully,

L. A. Moyer
L. A. Moyer
Executive Director
and Chief Examiner

Inclosure #174454

U. S. WAR DEPT.
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War Department, Office of the Secretary, C.P.D. March 19, 1943
To: Army Service Forces, Industrial Personnel Division. Attn: C.P.B.

For investigation and report to this office. Mr. Cain is employed at the Picatinny Arsenal.

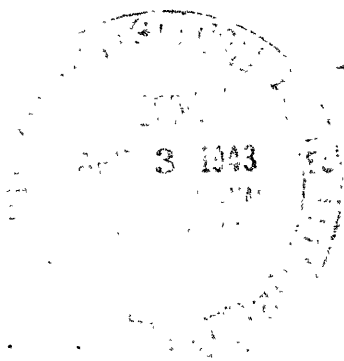
J. H. Mason

J. H. Mason, Chief
Employee Relations Branch

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WAR DEPARTMENT
SERVICES OF ARMY
INDUSTRIAL PERSONNEL
DIVISION



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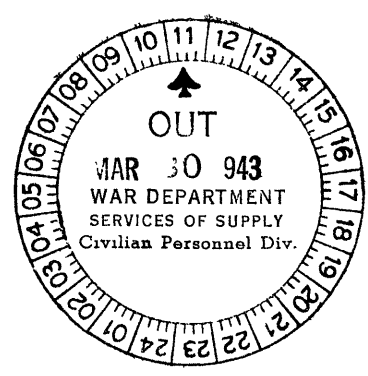
Cain, Wallie

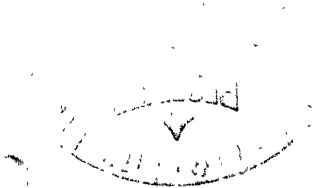
MAR 30 1943

Ind.
 HQ., A. S. F.
 Industrial Personnel Div., C.P.B. *Mar 30 1943*
 TO: *the Chief of Ordnance*
 Attn: Civilian Personnel Branch.
*Forwarded for compliance with
 the first indorsement and
 report to this office.*

201/Cain Wallie

Incl. m/c





125

U.O.201/Cain, Willie
Attn: SPOGC-Personnel Adv. Sec. 3rd Ind. Leier

War Department, Ordnance Office, Washington, April 30, 1943

To: Headquarters, Army Service Forces, Washington, D.C. ATTN: Civilian Personnel Branch

1. The Commanding Officer of the Picatinny Arsenal has advised this office that Mr. Willie Cain was employed as a Classified Laborer at that establishment in the Stores Department on April 27, 1942. On several occasions he made requests for an increase in pay, which was not warranted for the position he held. He was offered a position on work in explosives at a higher rate of pay, which he declined.

2. Later Mr. Cain requested a position as Truck Driver in the Transportation Department. It was explained to him that it is the policy of the establishment to upgrade Classified Laborers in the Department who have qualified through a training period and in the performance of other duties. Some of these duties consist of greasing cars, cleaning garage, etc., which Mr. Cain was unwilling to perform. At the present time there are 49 non-white Truck Drivers in the Transportation Department, all of whom have been upgraded from Classified Laborer positions.

3. Mr. Cain resigned on March 30, 1943, and was furnished a release. Subsequent to his resignation he filed another application for employment with the Local Civil Service Board at Picatinny and reported to the Employment Office on April 6, 1943. A comparison of his former application blanks revealed a misstatement by him to the effect that he had never before been employed at the Arsenal. He was not re-employed.

For the Chief of Ordnance:

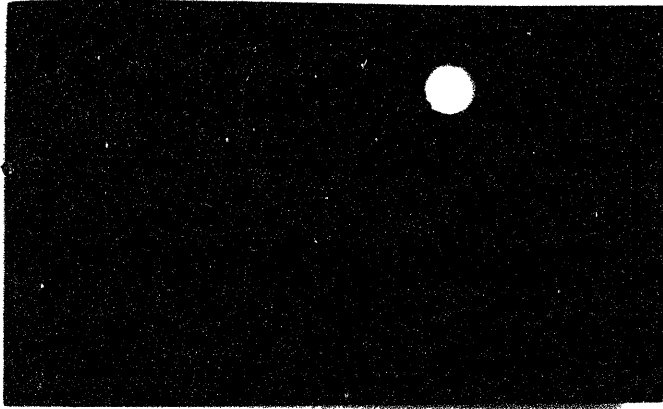
WEC
Incl.
n/c

MAY 1 7 43 PM



WAR DEPARTMENT
SERVICES OF SUPPLY
INDUSTRIAL PERSONNEL
DIVISION

Henry B. Wilson, Jr.
Henry B. Wilson, Jr.,
Major, Ord. Dept.,
Assistant.

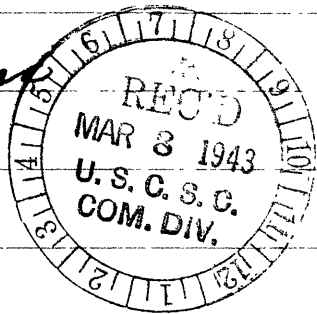


20/Chairville

Mrs. P. Henry

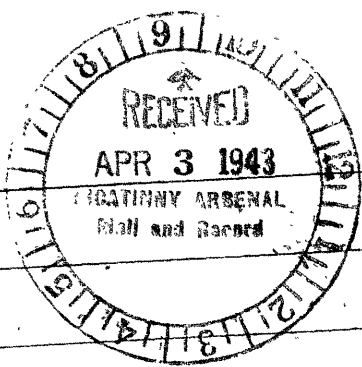
12 Hampden St
Newark, N. J.
March 6-1943

United States
Civil Service Commission
Washington, D. C.



Dear Sir;

I am employed
at Picatinny Arsenal has
been since last April 27-42
I have a problem which
I feel you can help me
and give me justice. I am
a Truck Driver when I want
to work as a Classified
Labor and still are. I drove
local about two Month. I
ask for a transfer to that
department about a dozen
times but have been refused.
all at the same time
they are transferring Men
I feel I



(2)

to that department. they are
Not treating every Man alike
as they should. which I
say because of Color. they
do many things there which is
Not fair such as pay.

Why Can't I be
transported given a chance
in the place where I am
More than for and better
for my health.

I also ask for a release
if they didn't wish to transfer
me. I was also refused that.

If I can get transported
to the transportation department
I would not wish to stop
unless I do I am afraid I'll
have to stop.

So I trust you can help
me at once.

Very truly
Willie Cain



1943 MAR 13 PM 2 24

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

MALCOLM S. MACLEAN
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

March 23, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

The United States Civil Service Commission has referred to this office a copy of the complaint of Mr. Willie Cain, 12 Hampden Street, Newark, New Jersey, who feels that he was discriminated against because of his race in connection with his employment at the Picatinny Arsenal.

We have been informed that this matter was referred to the War Department.

It is requested that this office be furnished with a copy of the report on your investigation into this matter.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary



Copied

March 23, 1943

Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

The United States Civil Service Commission has referred to this office a copy of the complaint of Mr. Willie Cain, 12 Hampden Street, Newark, New Jersey, who feels that he was discriminated against because of his race in connection with his employment at the Picatinny Arsenal.

We have been informed that this matter was referred to the War Department.

It is requested that this office be furnished with a copy of the report on your investigation into this matter.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

March 20, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War

1. The Civil Service Commission has referred to this office a letter dated March 6, 1943 in which Willie Cain alleges that discrimination because of color is being practiced against him in his employment at the Picatinny Arsenal.

2. This office is securing a report of this matter and will make further reply to you when it is received. Copies of the letter from the Commission and from Mr. Cain are attached.

J. H. Mason

J. H. Mason, Chief
Employee Relations Branch

2 Attachments.



15

ms/kva

March 20, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War

1. The Civil Service Commission has referred to this office a letter dated March 6, 1943 in which Willie Cain alleges that discrimination because of color is being practiced against him in his employment at the Picatinny Arsenal.

2. This office is securing a report of this matter and will make further reply to you when it is received. Copies of the letter from the Commission and from Mr. Cain are attached.

J. H. Mason, Chief
Employee Relations Branch

2 Attachments.

COPY -----

12 Hampden St
Newark, N. J.
March 6 - 43

United States
Civil Service Commission
Washington, D. C.

Dear Sirs:

I am employed at Picatinny Arsenal has been since last April 27 - 42 I have a problem whice I feel you can help me and give me jestice. I am a Truck Driver when I want to work as a Classified Labor and still are. I drove Local about two month. So I ask for a transfer to that department about a dozen times, but have been refused. All at the same time they are transferring men to that department, they are not treating every man alike as they should. Which I say because of color. They do many things there, which is not fair such as pay.

Why can't I be transferred given a chance in the place where I am more train for and better for my health.

I also asked for a release and they didn't wish to transfer me. I was also refused that.

If I can get transferred to the Transportation department I would not wish to stop. Unless I do I am afraid I'll have to stop.

So I trust you can help me at once.

Very truly

/s/ Willie Cain

C
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COMMISSIONERS
HARRY B. MITCHELL, PRESIDENT
LUCILLE FOSTER McMILLIN
ARTHUR S. FLEMMING
LAWSON A. MOYER,
EXECUTIVE DIRECTOR AND CHIEF EXAMINER

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

ADDRESS ONLY
"CIVIL SERVICE COMMISSION"
IN YOUR REPLY REFER TO
FILE **CX:MET**
AND DATE OF THIS LETTER

March 10, 1943

The Honorable
The Secretary of War

Sir:

There is inclosed a letter dated March 6, 1943, in which Willie Cain, 12 Hampden Street, Newark, N. J., alleges discrimination because of color in connection with his employment at the Picatinny Arsenal.

Since the matters discussed in Mr. Cain's letter appear to be within the administrative jurisdiction of the War Department, the Commission is respectfully referring the letter to the Department for appropriate consideration.

In accordance with the Commission's agreement with the President's Committee on Fair Employment Practice under the provisions of Executive Order No. 8802, a copy of Mr. Cain's letter is being referred to the Committee, and it is being advised of this referral.

By direction of the Commission:

Very respectfully,

L. A. Moyer
Executive Director
and Chief Examiner

Inclosure #174454



April 1, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Owen M. Campbell, Sr., 1053 Baltimore Street, Norfolk Virginia, alleging that racial discrimination was practiced against him in the termination of his services as a bricklayer at the Army Base at Hampton Roads, Virginia.

He states that he was discharged on February 12, 1943, for allegedly loafing on the job; that he was sent by his Foreman, a Mr. Pusey to do some brick work where there had been an opening in a brick wall in which a door was to be placed; that the carpenters there told him that he had to wait until they set the wood work so that he could brick up around it; that while waiting, he went to the post canteen and that this was the basis of the charge of loafing made against him.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy

April 1, 1943 .

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Owen M. Campbell, Sr., 1053 Baltimore Street, Norfolk Virginia, alleging that racial discrimination was practiced against him in the termination of his services as a bricklayer at the Army Base at Hampton Roads, Virginia.

He states that he was discharged on February 12, 1943, for allegedly loafing on the job; that he was sent by his Foreman, a Mr. Pusey to do some brick work where there had been an opening in a brick wall in which a door was to be placed; that the carpenters there told him that he had to wait until they set the wood work so that he could brick up around it; that while waiting, he went to the post canteen and that this was the basis of the charge of loafing made against him.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

MALCOLM S. MacLEAN
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

March 22, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This office has received a complaint from Mr. Owen M. Campbell, Sr., 1053 Baltimore Street, Norfolk, Virginia, a Negro who states that he has been discriminated against because of his race in his discharge from his employment at the Army Base at Hampton Road, Virginia. He was employed as a bricklayer on December 15, 1942 and was discharged on February 12, 1943 for loafing on the job.

He states that the incident which lead to his discharge was as follows: He was sent by his foreman, a Mr. Pusey, to do some brick work where there had been an opening in a brick wall in which a door was to be placed. The carpenters there told him that he had to wait until they set the wood work so that he could brick up around it. While waiting he went to the post canteen and it was there that he was accused of loafing.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary



March 29, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Handwritten: 2nd card 50th

Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practices, requesting an investigation into the complaint of Miss Genevieve K. Cooper and Mrs. Lottie B. Carr who allege that racial discrimination was practiced against them in their efforts to secure employment at the Anniston Ordnance Depot, Anniston, Alabama, as Junior Clerk and Classified Laborer respectively.

May the facts in these cases be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

Handwritten: Cooper

March 29, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice, requesting an investigation into the complaint of Miss Genevieve K. Copper and Mrs. Lottie B. Carr who allege that racial discrimination was practiced against them in their efforts to secure employment at the Anniston Ordnance Depot, Anniston, Alabama, as Junior Clerk and Classified Laborer respectively.

May the facts in these cases be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

MALCOLM S. MacLEAN
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

March 20, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This office has received a complaint from Miss Genevieve K. Cooper, Post Office Box 245, Tuscumbia, Alabama, that she has been discriminated against because of her race in her efforts to secure a position as Junior Clerk with the Anniston Ordnance Depot, Anniston, Alabama. Miss Cooper states as follows:

"Sometime ago I filed my application with the U. S. Civil Service Commission, applying for the office of Junior Clerk. I was notified that my application was accepted and on Feb. 9, 1943, I received a telegram from the War Ordnance Depot at Anniston, Ala., stating that a position as Junior Clerk was being offered me in this Depot. I wired them asking that this position be held open until Feb. 20, 1943. A reply came to this telegram asking me to report for duty on that date. I had made complete preparation to go when I was informed that this depot did not employ Negro women. Mr. James Hampton, Special Representative of Local #898 of the Hod Carriers Union wired to Anniston and contacted Mr. Robert Ingram, Chief Assistant Personnel and upon doing so was told by this Mr. Ingram that they did not employ Negro women. He further stated that when the blank was filed at his office he had no way of telling whether the applicant was colored or white."



Mr. Truman K. Gibson

-2-

March 20, 1943

The conversation between Mr. Hampton and Mr. Ingram, of the Depot, occurred on February 16, 1943.

The telegram which Miss Cooper received on February 9 reads as follows:

"OFFER POSITION AT ANNISTON ORDNANCE DEPOT AS JUNIOR CLERK \$1440 PER ANNUM PLUS TIME AND ONE HALF FOR ALL OVER FORTY HOURS PER WEEK. IF YOU ARE AVAILABLE ANSWER BY WIRE IMMEDIATELY STATING WHEN YOU CAN REPORT."

The telegram which she received on February 10, in response to her request that the position be held open until February 20, reads as follows:

"REFERENCE TELEGRAM FEBRUARY 10 1943 REQUEST YOU REPORT FOR DUTY AT THIS STATION FEBRUARY 20 1943."

This office has also received a complaint from Mrs. Lottie B. Carr, 808 West Nineteenth Street, Anniston, Alabama, that she has been unable to secure employment at the Depot because of her race. She received a letter dated January 28, requesting her to report immediately to Mr. Ingram at the Depot if she were interested in employment as a classified laborer. She states that a Mr. Coleman in the employment office informed her that she could not be employed because she was colored.

The Civil Service Commission has referred two other complaints to this office from Miss Mary Tom Dickerson, 230 Washington Street, Anniston, Alabama, and Miss Mary Boyd, 409 C Street, Anniston, Alabama, who allege that they were discriminated against in their efforts to secure employment at the Depot.

In view of the prima-facie case which Miss Cooper has presented and the supporting evidence in the other complaints, it is requested that these matters be investigated, along with a thorough investigation into the general employment practices of the Anniston Ordnance Depot, and that a report be furnished this office upon completion of the investigation.

Mr. Truman K. Gibson

-3-

March 20, 1943

It is requested, also, that this office be furnished with number of Negroes employed, the various occupations in which they are engaged, and their proportion to the total employees of the Anniston Ordnance Depot.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary

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May 28, 1943

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Cramer:

Reference is made to my letter of April 13, 1943, reporting on the investigation into the complaint of Mr. James O. Dye alleging that racial discrimination was practiced against him in his discharge from employment at the Memphis Quartermaster Depot.

I am now advised that upon instructions from the Commanding General of the Memphis Depot the officer in charge of the Civilian Guard has admonished patrolman L. R. Willis for his actions in this case and instructed all members of the Guard that such conduct, under like circumstances, would not be tolerated.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

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May 28, 1943

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Cramer:

Reference is made to my letter of April 13, 1943, reporting on the investigation into the complaint of Mr. James O. Dye alleging that racial discrimination was practiced against him in his discharge from employment at the Memphis Quartermaster Depot.

I am now advised that upon instructions from the Commanding General of the Memphis Depot the officer in charge of the Civilian Guard has admonished patrolman L. R. Willis for his actions in this case and instructed all members of the Guard that such conduct, under like circumstances, would not be tolerated.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

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WAR DEPARTMENT
~~XX~~
HEADQUARTERS, ARMY SERVICE FORCES
WASHINGTON, D. C.

SPGC-C 201 Dye, James O.

May 27, 1943.

MEMORANDUM FOR THE SECRETARY OF WAR
Attention: Acting Civilian Aide to the Secretary of War

1. Reference is made to memorandum of December 23, 1942 from Mr. William H. Hastie and to memorandum of April 13, 1943 from Mr. Truman K. Gibson, Jr. relative to the charges of James Dye that he was discriminated against at the Memphis Quartermaster Depot.

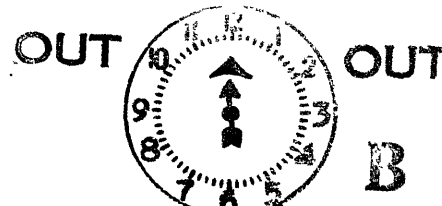
2. Investigation reveals that the Commanding General of the Memphis Depot issued instructions to the Officer in Charge of the Civilian Guard to admonish Patrolman L. R. Willis for his handling of the situation and to instruct all members of the Guard that such conduct, under like circumstances would not be tolerated. This was accomplished. Inclosed is a copy of the Plant Protective Officer's report that these instructions were carried out.

For the Director, Industrial Personnel Division:

James T. O'Connell
JAMES T. O'CONNELL
Lt. Colonel, General Staff Corps
Chief, Civilian Personnel Branch.

1 Incl.
Memo. dtd.
May 13, 1943.

MAY 27 4 3 PM



WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.



SPGC-C 201 Dye, James O.

May 27, 1943.

MEMORANDUM FOR THE SECRETARY OF WAR

Attention: Acting Civilian Aide to the Secretary of War

1. Reference is made to memorandum of December 23, 1942 from Mr. William H. Hastie and to memorandum of April 13, 1943 from Mr. Truman K. Gibson, Jr. relative to the charges of James Dye that he was discriminated against at the Memphis Quartermaster Depot.

2. Investigation reveals that the Commanding General of the Memphis Depot issued instructions to the Officer in Charge of the Civilian Guard to admonish Patrolman L. R. Willis for his handling of the situation and to instruct all members of the Guard that such conduct, under like circumstances would not be tolerated. This was accomplished. Inclosed is a copy of the Plant Protective Officer's report that these instructions were carried out.

For the Director, Industrial Personnel Division:

JAMES T. O'CONNELL
Lt. Colonel, General Staff Corps
Chief, Civilian Personnel Branch.

1 Incl.
Memo. dtd.
May 13, 1943.

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WAR DEPARTMENT
MEMPHIS QUARTERMASTER DEPOT
MEMPHIS, TENNESSEE

Depot File No. HQG.
Office of the Plant
Protection Officer:

May 13, 1943.

MEMORANDUM TO: The Executive Officer, Memphis Quartermaster Depot.

1. With reference to investigation on or about December 9, 1942 of the circumstances in which James Dye, a civilian employee laborer of this Depot, being mistreated by Patrolman L.R. Willis, a member of my guard.
2. Colonel Clarence Longacre, Q.M.C. Executive Officer of the Memphis Quartermaster Depot, on the above stated date did bring this matter to my attention where upon I made an informal investigation of Patrolman Willis' actions in this case and informed Patrolman Willis that he had used bad judgment in handling this situation and in the future such actions as he had displayed, would not be tolerated by him or any other member of the guard force at this Depot.
3. Instructions have been given repeatedly to the entire patrol force, stressing the importance of properly handling the public and employees of the Memphis Quartermaster Depot.

(signed)
L.W.Hale,
1st Lieut. QMC
Plant Protection Officer.

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April 13, 1943

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Cramer:

On January 1, 1943, the Civil Service Commission forwarded to the Secretary of War the statement of Mr. James O. Dye, 592 Alabama Avenue, Southeast, Rear, Memphis, Tenn., complaining about the treatment he received upon the termination of his services as a Laborer at the Engineer Warehouse, Quartermaster Depot, Memphis, Tennessee.

The report of the investigation states as follows:

James O. Dye, when ordered to work in the open storage area, refused to do so and stated to his foreman that it was his right to work indoors. The foreman informed this employee that he should follow orders or be discharged. These instructions were confirmed by the Head Storekeeper, Mr. Corbin D. Motz. Complaint was made by James Dye to Mr. Motz, who, because of the complainant's past record as a malingerer and an agitator, told him that the foreman's instructions should be carried out and that he, James Dye, could expect no further consideration from the Head Storekeeper.

James Dye did not return to his appointed place of duty when instructed to do so by Captain Upperdine. Instead, he continued to loiter around the warehouse, interfering with the work.

The reason given for the termination of Mr. Dye's services was insubordination. The investigation revealed that Mr. Dye was struck twice by Patrolman L. R. Willis, Quartermaster Employee, while his badge was being removed. There were attached to the report two explanations from Patrolman Willis, which when compared, revealed a number of discrepancies as to his reasons for striking Mr. Dye.

Mr. Lawrence W. Craner
April 13, 1943

Page - 2 -

A report from Mr. Lewis W. Russell, engineer employee, further substantiated the fact that there was no reason for such action by Patrolman Willis.

It has been adjudged that the behavior on the part of the guard was entirely unwarranted and it has been recommended that appropriate disciplinary action be taken and that all guards be cautioned against such display of violence in future cases.

I am requesting that I be advised of the action taken against Patrolman Willis. As soon as this information is furnished me, you will be advised.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

April 13, 1943

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Cramer:

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The report of the investigation states as follows:

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Captain Upperdine

Mr. Lawrence W. Cramer
April 13, 1943

Page - 2 -

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It has been adjudged that the behavior on the part of the guard was entirely unwarranted and it has been recommended that appropriate disciplinary action be taken and that all guards be cautioned against such display of violence in future cases.

I am requesting that I be advised of the action taken against Patrolman Willis. As soon as this information is furnished me, you will be advised.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

April 13, 1943

Dr. Robert C. Weaver,
Assistant to the
Director of Operations,
War Manpower Commission,
Social Security Building,
Washington, D. C.

Dear Dr. Weaver:

Under date of December 16, 1942, you forwarded to this office the complaint of Mr. James Dye, alleging that he was treated unfairly in the termination of his services as a Laborer at the Engineer Warehouse, Memphis Quartermaster Depot, Memphis, Tennessee.

For your information, there is enclosed herewith a copy of the report that is this day being sent to the President's Committee on Fair Employment Practices.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

April 13, 1943

Dr. Robert C. Weaver,
Assistant to the
Director of Operations,
War Manpower Commission,
Social Security Building,
Washington, D. C.

Dear Dr. Weavers:

Under date of December 16, 1942, you forwarded to this office the complaint of Mr. James Dye, alleging that he was treated unfairly in the termination of his services as a Laborer at the Engineer Warehouse, Memphis Quartermaster Depot, Memphis, Tennessee.

For your information, there is enclosed herewith a copy of the report that is this day being sent to the President's Committee on Fair Employment Practice.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

April 13, 1943

MEMORANDUM

**TO: The Director of Industrial Personnel Division
Attention: Mr. Lemuel Foster**

Reference is made to the memorandum of April 10, 1943, forwarding to the Office of the Secretary of War the report in the case of Mr. James O. Dye, formerly a laborer at the Engineer Warehouse, Memphis Quartermaster Depot, Memphis, Tennessee, and the attached copy of a memorandum from the Acting Chief, Civilian Personnel Division, Army Service Forces to the Quartermaster General, recommending that disciplinary action be taken against Patrolman L. R. Willis who struck Mr. Dye.

May this office be informed as to the action taken against Patrolman Willis.

Attention is invited to the copy of the report of investigation made by Lieutenant Julian E. Gortatowsky, Quartermaster Corps, who is the Depot Intelligence Officer, which was attached to the 4th Indorsement, dated January 23, 1943, and made by Lieutenant Colonel Sydney A. Meshirter, Engineer Supply Officer at the Memphis Quartermaster Depot. The 5th and 6th paragraphs of his report indicate an attitude certainly out of harmony with Executive Order 8802 and Civil Service Rules and Regulations.

May Lieutenant Gortatowsky be advised that every Civil Service employee has the right to present his grievances and have those grievances acted upon fairly without discrimination.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

April 13, 1943

MEMORANDUM

TO: The Director of Industrial Personnel Division
Attention: Mr. Lemuel Foster

Reference is made to the memorandum of April 10, 1943, forwarding to the Office of the Secretary of War the report in the case of Mr. James O. Dye, formerly a laborer at the Engineer Warehouse, Memphis Quartermaster Depot, Memphis, Tennessee, and the attached copy of a memorandum from the Acting Chief, Civilian Personnel Division, Army Service Forces to the Quartermaster General, recommending that disciplinary action be taken against Patrolman L. R. Willis who struck Mr. Dye.

May this office be informed as to the action taken against Patrolman Willis.

Attention is invited to the copy of the report of investigation made by Lieutenant Julian E. Gortatowsky, Quartermaster Corps, who is the Depot Intelligence Officer, which was attached to the 4th Indorsement, dated January 23, 1943, and made by Lieutenant Colonel Sydney A. Mewhirter, Engineer Supply Officer at the Memphis Quartermaster Depot. The 5th and 6th paragraphs of his report indicate an attitude certainly out of harmony with Executive Order 8802 and Civil Service Rules and Regulations.

May Lieutenant Gortatowsky be advised that every Civil Service employee has the right to present his grievances and have those grievances acted upon fairly without discrimination.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

April 13, 1943

MEMORANDUM

TO: The Director of Industrial Personnel Division
Attention: Mr. Lemuel Foster

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May Lieutenant Gortatowsky be advised that every Civil Service employee has the right to present his grievances and have those grievances acted upon fairly without discrimination.

Truman E. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

Advance

Wrapper on
CE 4201 (Dye, James O.) SPEAP 1st Ind.

Office, C. of E., March 17, 1943.

To: The Director, Industrial Personnel Division, Headquarters, Services
of Supply.

1. Information requested in the foregoing indorsement has been
obtained from the Engineer Supply Officer, Memphis Quartermaster Depot,
Memphis, Tennessee, and is furnished below:

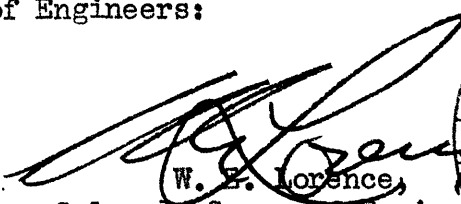
a. James O. Dye, when ordered to work in the open storage
area, refused to do so and stated to his foreman that it was his right
to work indoors. The foreman informed this employee that he should
follow orders or be discharged. These instructions were confirmed by
the Head Storekeeper, Mr. Corbin D. Motz. Complaint was made by James
Dye to Mr. Motz, who, because of the complainant's past record as a
malingerer and an agitator, told him that the foreman's instructions
should be carried out and that he, James Dye, could expect no further
consideration from the Head Storekeeper.

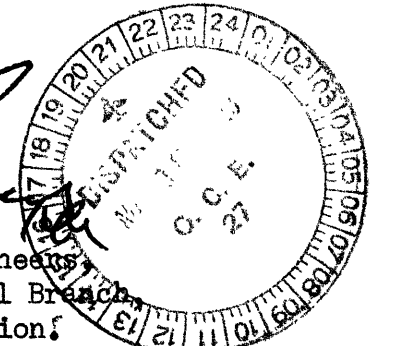
b. James Dye did not return to his appointed place of duty
when instructed to do so by Captain Upperdine. Instead, he continued to
loiter around the warehouse, interfering with the work.

c. The statement is made by the foreman that the warning
given was logical inasmuch as it is a custom of the Negroes in that
locality to carry knives.

d. Patrolman L. R. Willis is not employed under the jurisdic-
tion of the Engineer Supply Office but is, instead, an employee of
the Quartermaster Corps. A statement dated March 12, 1943, signed by
Patrolman Willis, is inclosed.

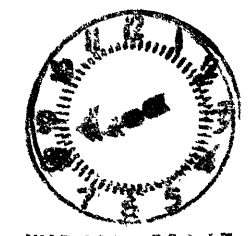
For the Chief of Engineers:


W. E. Lawrence,
Colonel, Corps of Engineers,
Chief, Civilian Personnel Branch,
Administrative Division.



- Inclosures:
- Memo of Wm. H. Hastie dated 12/23/42
(with attachments)
 - Ltr. of CSC dated 1/1/43 (w/attachments).
 - Memo of Wm. H. Hastie dated 1/22/43.
 - Blanket Ind. Hdq., SOS, 3/5/43.
 - Statement Patrolman Willis dated 3/12/43.

MAR 19 1943 AM



WAR DEPARTMENT
SERVICES OF SUPPLY
INDUSTRIAL PERSONNEL

WAR DEPARTMENT
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, D. C.

January 22, 1943

MEMORANDUM

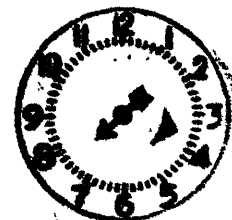
TO: The Director of Civilian Personnel and Training
Services of Supply

The President's Committee on Fair Employment Practice has advised this office that the Civil Service Commission has referred to this Department the complaint of Mr. James Dye, Memphis, Tennessee, alleging that racial discrimination is being practiced against him in his employment at the Memphis Quartermaster Depot.

May this office be furnished a copy of the report of the investigation into this complaint in order that we may inform the President's Committee of the findings?

William Hastie
Civilian Aide to the Secretary
of War

JAN 23 43 PM



WAR DEPARTMENT
SERVICES OF SUPPLY
CIVILIAN PERSONNEL SERVICES

UNITED STATES DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT
WASHINGTON, D. C. 20250

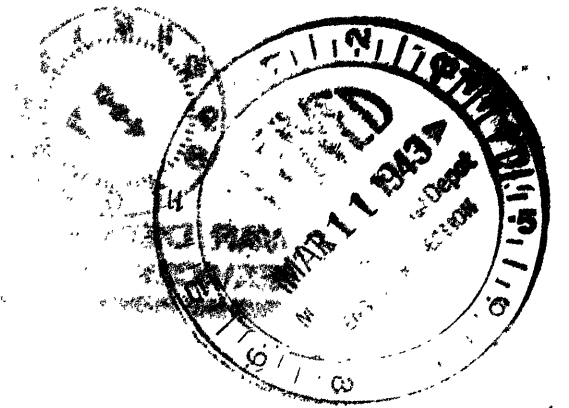
TO: [Illegible]

FROM: [Illegible]

SUBJECT: [Illegible]

[Illegible text follows]

RECEIVED



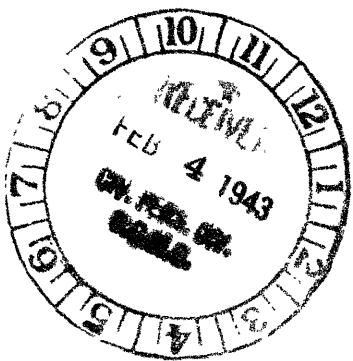
SPGC-C 201 Dye, James ^{1st} 2nd Ind. dom/ben
Quartermaster Depot
Memphis, Tennessee

HQ., SOS, IPD, Washington, D. C. February 4, 1943. To The
Quartermaster General. Attention: Civilian Personnel Branch.

1. Reference is made to a first indorsement dated January 5,
1943, from this office requesting an investigation and immediate
report of the discharge of Mr. James Dye, Quartermaster Depot,
Memphis, Tennessee.

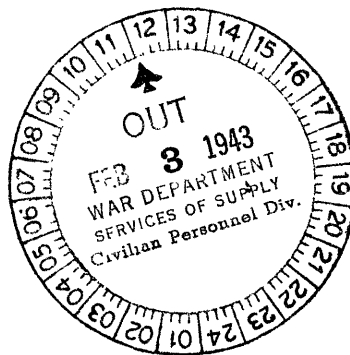
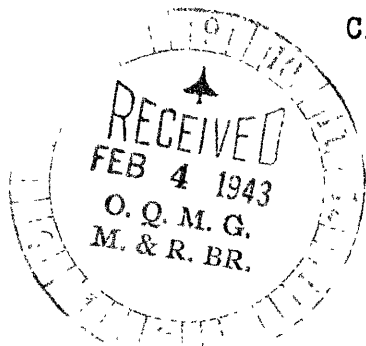
2. It is requested that any information concerning the status
of this correspondence be forwarded to this office.

For the Director, Industrial Personnel Division:



Alexander R. Heron

ALEXANDER R. HERON
Colonel, AUS
Chief, Civilian Personnel Branch.



SPQPA 201 Dye, James 2nd Ind. ⁺
War Department, SOS, OQMG, Washington, D. C. February 5, 1943.
TO: Chief of Engineers, SOS.

1. The correspondence referred to was forwarded to your office
for necessary action by second indorsement dated January 9, 1943, same
file as indicated above.

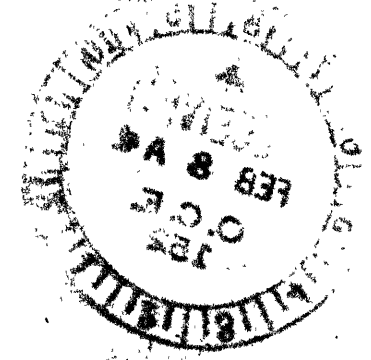
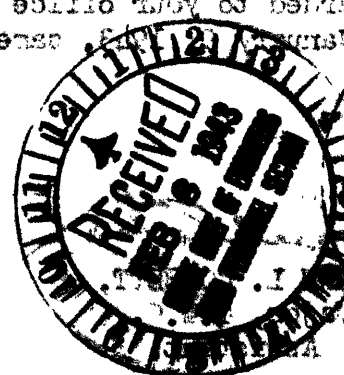
For The Quartermaster General:



John L. Corbett
JOHN L. CORBETT,
Major, C.M.C.,
Assistant.

1. The correspondence referred to above is being forwarded to your office for necessary action as indicated above. The enclosed file is included above.

For The Engineer



MAIL & RECORDS BRANCH

FEB 5 5 40 PM '43

To: Chief of Engineers, etc.
War Department
2000 Army Building
Washington, D.C.

CE 4201(Dye, James)SPEAP


3rd Ind.

Office, C. of E., February 13, 1943.

To: The Chief, Industrial Personnel Division, Headquarters, Services of Supply.

The report requested in the basic communication was forwarded to your office by 5th Ind. dated February 4, 1943.

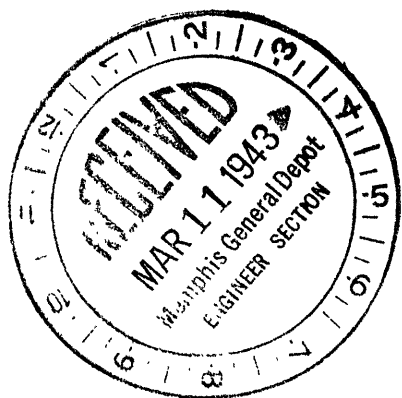
For the Chief of Engineers:


W. E. Lorence,
Colonel, Corps of Engineers,
Chief, Civilian Personnel Branch,
Administrative Division



FEB 16 43 AM
SERVICES OF SUPPLY
WASHINGTON, D. C.

DISPATCHED
C. O. E.
FEB 15 7 57 PM '43



SPGC-C 201 Dye, James O. 1st Blanket Indorsement ew/w

HQ., SOS, IPD, Washington, D. C. March 5, 1943. - To the Chief of Engineers. Attention: Civilian Personnel Branch.

1. Returned for additional information relative to the following questions, in order that a complete report may be made to the Office of the Secretary of War:

a. The reason for Mr. Moots' attitude when the employee explained that his supervisor had "nagged" him.

b. Why was he not permitted to return to work when instructed to do so by Captain Upperdine.

c. What basis did the foreman have for the statement that the employee carried a knife and therefore he, the guard, must be careful.

d. Why did the guard feel it necessary to slap Mr. Dye several times when there were enough employees present to have prevented any violence on the part of the employee.

2. It is further requested that this report be forwarded at the earliest practicable date.

For the Director, Industrial Personnel Division:

Alexander R. Heron

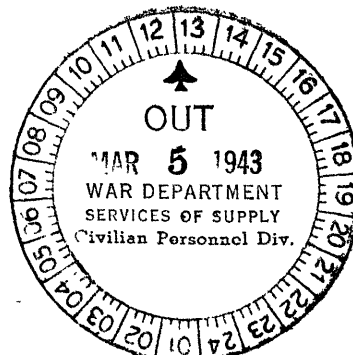
ALEXANDER R. HERON
Colonel, AUS

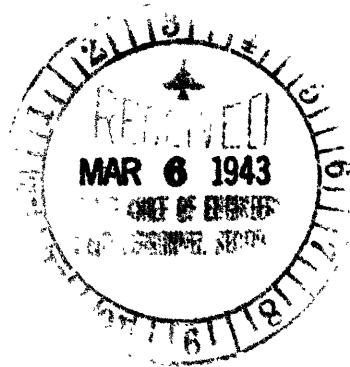
Chief, Civilian Personnel Branch.



Inclosures:

1. Memo. from Hastie 12-23-42 with 1st thru 5th inds.
2. Ltr. from Dye 12-12-42 (two)
3. Stmt. from L.W. Russell 1-23-43
4. Stmt. from L.R. Willis 1-23-43
5. Ltr. frm. Dye to Com. 12-13-42 1st. ind. from O.S.W.
6. Memo. frm. Hastie 1-22-43 1st thru 3rd inds.





SPGC-C 201 Dye, James O.
Quartermaster Depot
Memphis, Tennessee.

1st Wrapper Ind.

ew/ben

HQ., ASF, IPD, Washington, D. C.
To the Office of the Secretary of War.

April 10, 1943.

Attention: Civilian Personnel Division:

1. The attached case is forwarded for appropriate action and report to the Civilian Aide to the Secretary of War.
2. Attention is invited to attached copy of Memorandum from this office to The Quartermaster General recommending some disciplinary measure be taken in regard to the Patrolman who struck Mr. Dye.

For the Director, Industrial Personnel Division:



A. S. PEAKE
Colonel, Infantry
Executive Officer
Civilian Personnel Branch.

Incls. n/c



SPGC-C 201 Dye, James O.
Quartermaster Depot
Memphis, Tennessee.

1st Wrapper Ind.

ew/ben

HQ., ASF, IPD, Washington, D. C. April 10, 1943.
To the Office of the Secretary of War.

Attention: Civilian Personnel Division:

1. The attached case is forwarded for appropriate action and report to the Civilian Aide to the Secretary of War.
2. Attention is invited to attached copy of Memorandum from this office to The Quartermaster General recommending some disciplinary measure be taken in regard to the Patrolman who struck Mr. Dye.

For the Director, Industrial Personnel Division:

A. S. PEAKE
Colonel, Infantry
Executive Officer
Civilian Personnel Branch.

Incls. n/c

SPGC-C 201 Dye, James O.

April 10, 1943

MEMORANDUM FOR THE QUARTERMASTER GENERAL
Attention: Civilian Personnel Branch

Subject: Discrimination against James O. Dye at
the Engineer Warehouse, Memphis Quarter-
master Depot, Memphis, Tennessee.

1. On December 23, 1942, the Civilian Aide to the Secretary of War forwarded to this office a letter from James O. Dye, Laborer, at the Engineer Warehouse, Memphis, Tennessee, complaining of the treatment he received upon the termination of his services from the Depot. Investigation of the case reveals that Mr. Dye was struck twice by Patrolman L. R. Willis, Quartermaster employee, while his badge was being removed.

2. For your information, there are attached two explanations from Patrolman Willis which when compared, reveal a number of discrepancies as to his reasons for striking the employee. There is also attached a report from Mr. Russell, Engineer employee, which further substantiates the fact that there was no reason for such action by Patrolman Willis.

3. Therefore, it is the opinion of this office that such behavior on the part of the guard was entirely unwarranted and it is recommended that appropriate disciplinary action be taken. It is further recommended that all guards be cautioned against such a display of violence in future cases.

For the Director, Industrial Personnel Division:

JAMES T. O'CONNELL
Lt. Colonel, General Staff Corps
Acting Chief, Civilian Personnel Branch.

3 Incls.
2 Rpts. by Patr. Willis
1 Rpt. by Mr. Russell.

December 23, 1942

MEMORANDUM

TO: The Director of the Civilian Personnel Division,
Services of Supply,
Attention: Mr. Lemuel Foster

Attached hereto is a statement from Mr. James Dye, 592 Alabama Street (Rear), Memphis, Tennessee, alleging that he was treated unfairly in the termination of his services as a Laborer at the Engineer Warehouse, Memphis Quartermaster Depot, Memphis, Tennessee.

The substance of Mr. Dye's complaint is that he protested against his transfer from the warehouse to the open storage; that after he had returned to work, Mr. Moots and Mr. Russell, a guard, walked up to him and snatched his badge off; that he asked why his badge was taken from him and one of the two men, presumably the guard, slapped him; that he told the man who slapped him that he had no right to hit him; that he slapped him again and told him "I ought to kill you; you are too damn smart," and then searched him and marched him down the drive and out through the back gates.

He states further that the next day he was mailed a slip notifying him of the termination of his services for insubordination.

May the facts in this case be investigated to determine whether Mr. Dye was mistreated as alleged?

Civilian Aide to the Secretary
of War

*Added
COFEP*

December 23, 1942

MEMORANDUM

TO: The Director of the Civilian Personnel Division,
Services of Supply.
Attention: Mr. Lemuel Foster

Attached hereto is a statement from Mr. James Dye, 592 Alabama Street (Rear), Memphis, Tennessee, alleging that he was treated unfairly in the termination of his services as a Laborer at the Engineer Warehouse, Memphis Quartermaster Depot, Memphis, Tennessee.

The substance of Mr. Dye's complaint is that he protested against his transfer from the warehouse to the open storage; that after he had returned to work, Mr. Moots and Mr. Russell, a guard, walked up to him and snatched his badge off; that he asked why his badge was taken from him and one of the two men, presumably the guard, slapped him; that he told the man who slapped him that he had no right to hit him; that he slapped him again and told him "I ought to kill you; you are too damn smart," and then searched him and marched him down the drive and out through the back gates.

He states further that the next day he was mailed a slip notifying him of the termination of his services for insubordination.

May the facts in this case be investigated to determine whether Mr. Dye was mistreated as alleged?

Civilian Aide to the Secretary
of War

WAR MANPOWER COMMISSION

Date 12-16-42

The attached is referred to

Mrs. Mary McLeod Bethune, NYA

Committee on Fair Employment
Practice

Judge William H. Hastie, WAR DEPT.

Mr. L. S. Hawkins, OFFICE OF EDUCATION

Dr. Frank Horne, NHA

Mr. Leonard Maloney, SOS, WAR DEPT.

Dr. B. T. McGraw, NHA

Mr. Theodore Poston, OWI

Dr. Ira deA. Reid, BES

Mr. Alfred E. Smith, WPA

Mr. George Streater, Labor Div., WPB

Mr. Robert Taylor, NHA

Mr. William J. Trent, jr., FWA

For

Your information

Your handling

Comments and/or advice to me.

have
We have not advised the writer of this
reference.

NEGRO MANPOWER SERVICE

Per *[Signature]*

Memphis Tenn.

Dec. 13-1942

Dr Robert

Dear Sir,

This is to inclose my
letter, showing that I
have been employed
at Memphis Quartermaster
Depot, Engineer
Section, Memphis Tenn
Thanking you in advance

James Dye
592 Alabama (Real)
Memphis Tenn

December 16, 1942

Mr. James Dye
592 Alabama (Rear)
Memphis, Tennessee

My dear Mr. Dye:

This will acknowledge your letter of December 13 and the attached statement of your complaint against the Memphis Quartermasters Depot, Engineer Section. This communication is being called to the attention of the War Department for necessary action.

Sincerely yours,

Robert C. Weaver
Assistant to the
Director of Operations

WRP:PRS

Inc. and cc reply; Judge Wm Hastie, War Department

January 22, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training
Services of Supply

The President's Committee on Fair Employment Practice has advised this office that the Civil Service Commission has referred to this Department the complaint of Mr. James Dye, Memphis, Tennessee, alleging that racial discrimination is being practiced against him in his employment at the Memphis Quartermaster Depot.

May this office be furnished a copy of the report of the investigation into this complaint in order that we may inform the President's Committee of the findings?

Civilian Aide to the Secretary
of War

*Forwarded
CO. F. E. P.*

January 22, 1943

MEMORANDUM

**TO: The Director of Civilian Personnel and Training
Services of Supply**

The President's Committee on Fair Employment Practice has advised this office that the Civil Service Commission has referred to this Department the complaint of Mr. James Dye, Memphis, Tennessee, alleging that racial discrimination is being practiced against him in his employment at the Memphis Quartermaster Depot.

May this office be furnished a copy of the report of the investigation into this complaint in order that we may inform the President's Committee of the findings?

Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

WAR MANPOWER COMMISSION

WASHINGTON, D. C.

MALCOLM S. MACLEAN
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

January 9, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

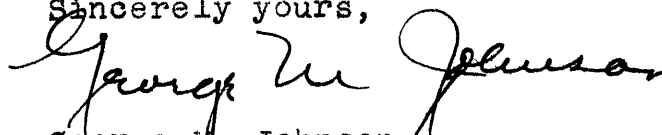
Hon. William H. Hastie
Civilian Aide to Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

The Civil Service Commission has referred to us a copy of a letter from Mr. James Dye, 592 Alabama Street, Memphis, Tennessee, in which he alleges discrimination because of his color, in connection with his employment at the Memphis Quartermaster Depot and informs us that the matter had been referred to the War Department for consideration.

Will you kindly furnish this office with a report on your investigation into this case when such report is available.

Sincerely yours,



George M. Johnson
Assistant Executive Secretary



COMMISSIONERS
HARRY B. MITCHELL, PRESIDENT
LUCILLE FOSTER McMILLIN
ARTHUR S. FLEMING
LAWSON A. MOYER,
EXECUTIVE DIRECTOR AND CHIEF EXAMINER

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

ADDRESS ONLY
"CIVIL SERVICE COMMISSION"
IN YOUR REPLY REFER TO
FILE CX:LMB:FT
AND DATE OF THIS LETTER

January 1, 1943

The Honorable
The Secretary of War

Sir:

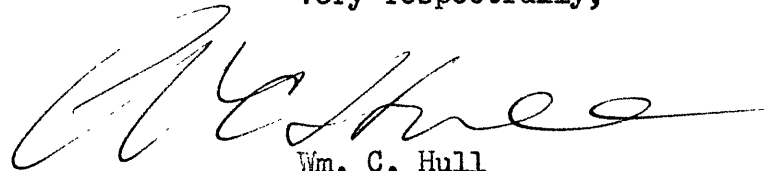
There is inclosed a letter dated December 13, 1942, and inclosure which was referred from the War Manpower Commission to this office. It is assumed in view of the last sentence of the inclosure that Mr. Dye is alleging discrimination because of color or religion in connection with his complaint.

Since the subject of this complaint appears to be an administrative matter within the jurisdiction of the War Department, the Commission is respectfully referring the letter to the Department for appropriate consideration.

In accordance with the Commission's agreement with the President's Committee on Fair Employment Practice under the provisions of Executive Order No. 8802, a copy of this letter is also being referred to the Committee and it is being advised of this referral.

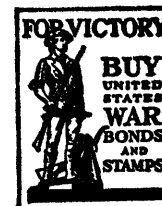
By direction of the Commission:

Very respectfully,



Wm. C. Hull
Executive Assistant

Inclosure 116471





MAR 1 4 11 9 15

Dye, James

1st Ind.

jba/bk

War Department, Office of the Secretary, CPD

January 6, 1943

To: Headquarters, Services of Supply, Attn: Civilian Personnel Division ✓

For report on which to base a reply.

JH Mason

J. H. Mason, Chief
Employee Relations Branch

JAN 7 - 43 PM



OFFICE OF THE SECRETARY
WAR DEPARTMENT
WASHINGTON, D. C.

JAN 7 43 PM



HEADQUARTERS
SERVICES OF SUPPLY



INCLOSURE 110 71

U. S. CIVIL SERVICE COMMISSION

... 16-252

Memphis Tenn.

Dec. 13 - 1942

Mr. Mc Nut

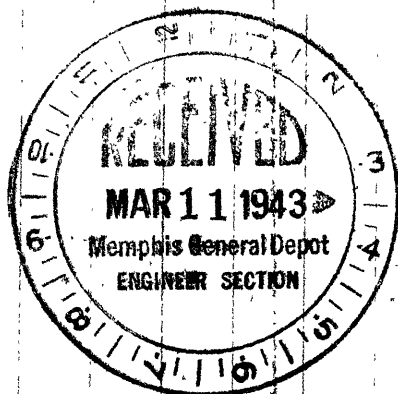
Dear Sir

This is to inclose my
letter, showing that I
have been employed at
Memphis Quartermaster
Depot, Engineer Section
Memphis Tenn.

Thanking you in
advance.

James Dye

592 Alabama St. (Rear)
Memphis Tenn.



Memphis, Tennessee

December 12, 1942

To Whom it May Concern:

I am employed as a laborer at the Quartermaster Depot Engineer Department. I have been working in the warehouse every since August and my foreman has been nagging at me for the last six weeks just because he disliked me. On Dec 9, he had me transferred from the warehouse out in the open storage.

After I found out that is where he was sending me I decided to see the storekeeper, Mr. Meets as he was over the laborers and foremen. I explained to him the affair. After he heard my story he ask me that was all I had to say? If so that was all the damn consideration I was going to get. I went to see Captain Upperdine-I told him that I thought I was being treated unfair, because I had been working there in the warehouse and my foreman was sending me out in the openstorage. He told me to go back to work where I was I went and told my foreman what he said, My foreman told me that he couldn't use me anymore. I went back to the captain, I told him what the foreman said, while talking to the captain Mr. Meets and Mr. Russell and Mr. Meets' assistant, his name I do not know, they came into the office and the captain ask them what was this all about. Mr. Meets assistant said to the captain he is just to damn smart. I ask him why would he say I was smart? He said "just because you are". Mr. Meets spoke and told me that if I didn't want to work out in the open storage I could go home. He told me the captain did not want to hear what I had to say. I told him I wanted some consideration from the captain.

All the time I was talking to the captain, Mr. Meets and his assistant



But he has been nagging at me for the past six weeks.

My foreman would call on me when the other men would be standing around. He told me to go see Captain Upperline, I told him I had been to see him. He told me to go a head on out in the place and go to work that he would see the captain. He also said that "you know we have a war to win". I realize that an I went on out in the open air storage like he told me. It was just about a mile out there as near as I can estimate I went to work a ter I got out there. After I had been at work about a hour Mr. Meets and Mr. Russell the guard wal walked up to me snatch my badge off of me. I ask him why he took my badge then he slapped me, I told him he had no right to hit me, he then slapped me again and said I ought to kill you. You are to damn smart. He searched me an marched me on down the drive out the back gates. I asked to see the General, but the lady refuse and said no one could see the General. She then wanted to know what I wanted. I told her I had been slapped b a guard, as there was a guard standing there he told me that I wanted to see Lieut. Hale. He carried me there but the guard on duty said Lieut Hale was out. Later this same guard permitted me to see Lieut. hale. I asked him if he cared to hear my story? He said yes. I told him what happen the guard interrupted and told the Lieut. Hale that I wanted to see the General. I told him I did. He sent me down to see Colonel Larnhern, and he would tell me whether I could see the General. I explained the affair with the Cel. he asked me how long had I been working ther I told him how long, He replied I think it would be better to find work in some other industry. I told him I wanted to work for the government. Therefore if I were transferred. He told me if I were fired? At that time I did not know, as they had taken my badge, and put me out the back gate. They did not give me a termination slip, he asked me did I want to see the abusing officer? When I saw him I explained the affair with him he told me he would investigate.

~~I told him I hadn't broken any of the government rules. I am in class, I. A expecting to go fight for my country anyday.~~

I told him I hadn't broken any of the government rules. I am in class, I. A expecting to go fight for my country anyday.

I am asking a fair deal from the government. I feel like I have been mistreated on a government job with out a cause. This officer accompanied me to the deer I told him they could get this straight if they wanted to. If not some one else would. At this time the employees was coming out in a big bunch when I spoke these words this officer put his finger over his mouth for me to hush. I left.



OTHER
I am
mistaken on a
to the door I
if this time
In

The next day they mailed me a termination slip, but no money. This is what was on the slip-----

Name-----James Dye.

Title-----Labor badge No. 3292

The above person has been released from his duties in connection with the Engineer Warehouse, Memphis Quartermaster Depot, Memphis, Tenn.

Reason-----Insubordination.

Foreman-----Beryd D. Slay

Captain-----Ernest G. Upperdine. Capt Corps of Engineers

Asst. Engineer supply Officer.

I have been on this job ever since July 10, 1942. I haven't lost but two days, to answer a call from my Draft board, a half day to attend to some business. Regardless to creed or color I think every man ought to be treated just.

Sincerely yours,

James Dye

592 Alabama Rear

SEP 15 1942



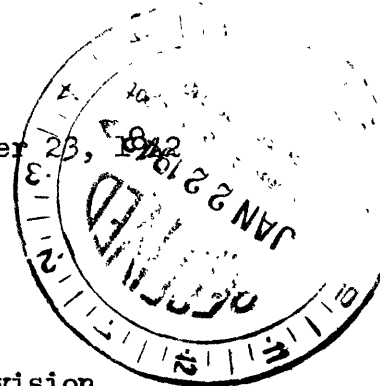
Dec 11 12 44 PM '42
2R COMMISSION

DEC 18 1942

60

WAR DEPARTMENT
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, D. C.

December 23, 1942



MEMORANDUM

TO: The Director of the Civilian Personnel Division,
Services of Supply,
Attention: Mr. Lemuel Foster

Attached hereto is a statement from Mr. James Dye, 592 Alabama Street (Rear), Memphis, Tennessee, alleging that he was treated unfairly in the termination of his services as a Laborer at the Engineer Warehouse, Memphis Quartermaster Depot, Memphis, Tennessee.

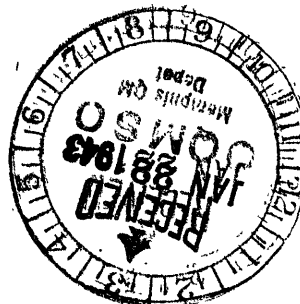
The substance of Mr. Dye's complaint is that he protested against his transfer from the warehouse to the open storage; that after he had returned to work, Mr. Moots and Mr. Russell, a guard, walked up to him and snatched his badge off; that he asked why his badge was taken from him and one of the two men, presumably the guard, slapped him; that he told the man who slapped him that he had no right to hit him; that he slapped him again and told him "I ought to kill you; you are too damn smart," and then searched him and marched him down the drive and out through the back gates.

He states further that the next day he was mailed a slip notifying him of the termination of his services for insubordination.

May the facts in this case be investigated to determine whether Mr. Dye was mistreated as alleged?

William H. Hastie
Civilian Aide to the Secretary
of War

DEC 24 4 2 PM



WAR DEPARTMENT
SERVICES OF SUPPLY
CIVILIAN PERSONNEL DIVISION

609

31684

JAN 27 1943
CIV. PER. BR.
DEPARTMENTAL SEC.
IN

RECEIVED
MAR 11 1943
Memphis General Depot
ENGINEER SECTION

SPGC-C 201 Dye, James 1st ind.

276
Unit

Hq., CPD, SOS, Washington, D. C.
TO: The Quartermaster General

January 5, 1943
Attention: Civilian Personnel Branch

Forwarded for investigation and immediate report to this office.

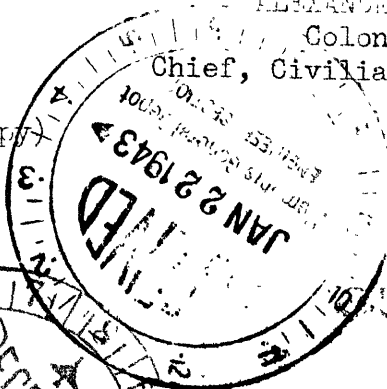
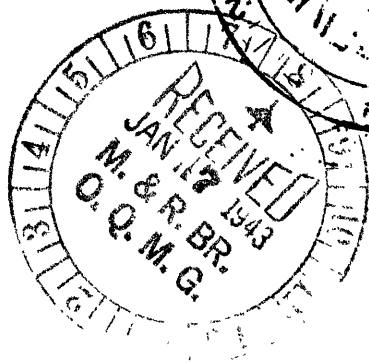
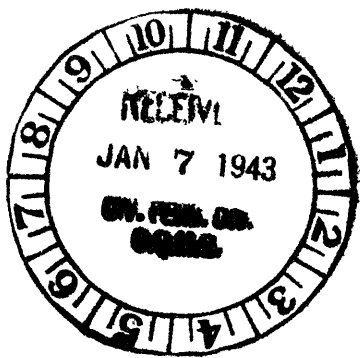
For the Director, Civilian Personnel Division:

Alexander R. Heron

ALEXANDER E. HERON,
Colonel, AUS,
Chief, Civilian Personnel Branch.

Incl.
Communication from Mr. Dye (copy)
(12-12-42)

JAN 5 43 PM



OUT

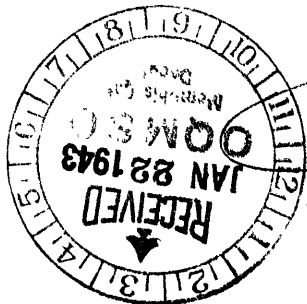
WAR DEPARTMENT
SERVICE AND SUPPLY
CIVILIAN PERSONNEL DIVISION

JAN 7 2 M
JAN 7 P M

SPQPA 201 (James) 2nd Ind.
War Dept., SOS, OQM, January 9, 1943. To Chief of Engineers, SOS.

- 1. Correspondence is forwarded as a matter pertaining to your office.

For The Quartermaster General:



John L. Corbett

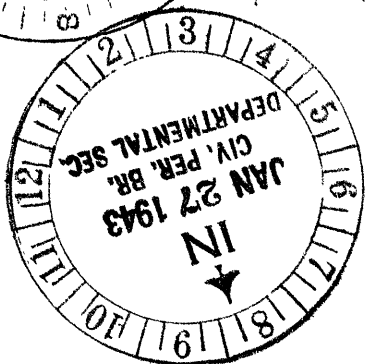
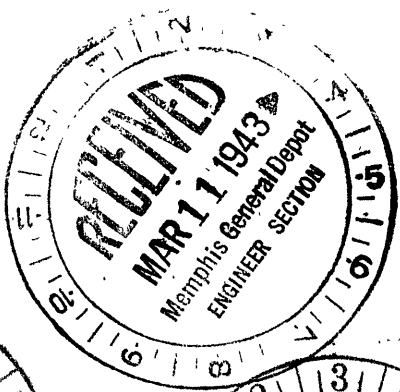
JOHN L. CORBETT,
Major, Q.M.C.,
Assistant.

1 Incl.
n/c

copy 201 Dye. Jan 11 5 40 PM 1943



MAIL & RECORDS BRANCH
9 00 A.M.
JAN 11 2 40 PM '43



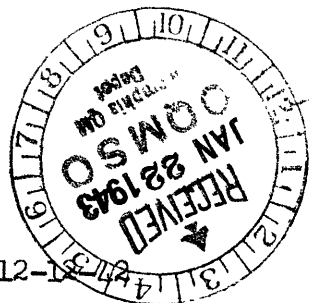
CE 4201(Dye, James) SPEAP 3rd Ind.

Office, C. of E., January 16, 1943.

To: The Engineer Supply Officer, Memphis Quartermaster Depot, Memphis,
Tennessee.

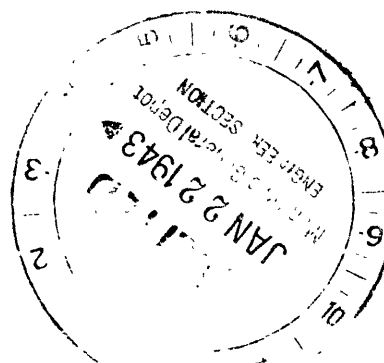
For investigation and prompt report to this office.

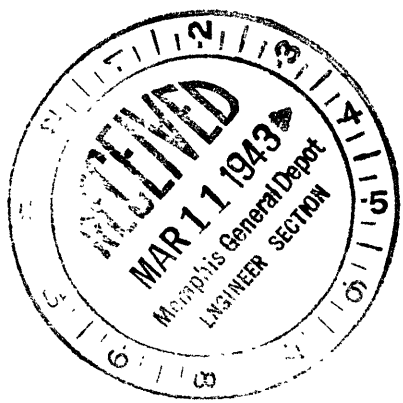
By order of the Chief of Engineers:



W. E. Lorence
W. E. Lorence,
Colonel, Corps of Engineers,
Chief, Civilian Personnel Branch,
Administrative Division.

1 Incl.
Cy.ltr. dated 12-1-42






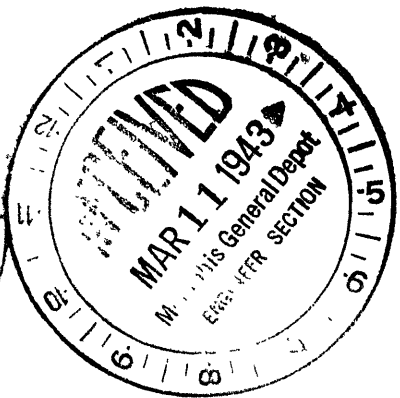
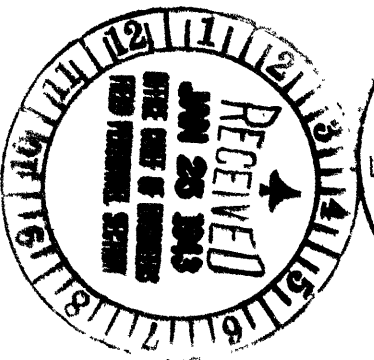
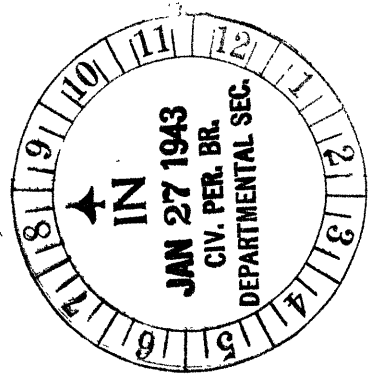
201 (Dye, James) 4th Ind.
Engineer Supply Office, Memphis Quartermaster Depot, Memphis,
Tennessee, January 23, 1943.

To: Office, Chief of Engineers, SPEAP, New War Department
Building, Washington, D.C.

1. I have investigated this case and find that the facts
substantially agree with the attached signed statements.

4 Incls.
Reports (3)
Copy Letter dated
12-12-42.


SYDNEY A. MEWHIRTER,
Lt. Col., Corps of Engineers,
Engineer Supply Officer.



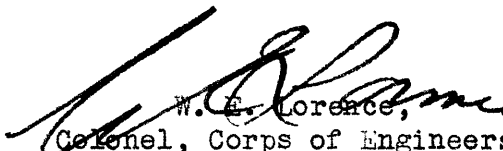
CE 4201(Dye, James) SPEAP 5th Ind.

Office, C. of E., February 4, 1943

To: The Chief, Civilian Personnel Division, Headquarters, Services
of Supply.

The information requested in the 1st indorsement is contained
in the inclosed statements from the Engineer Supply Officer,
Memphis Quartermaster Depot, Memphis, Tennessee.

For the Chief of Engineers:

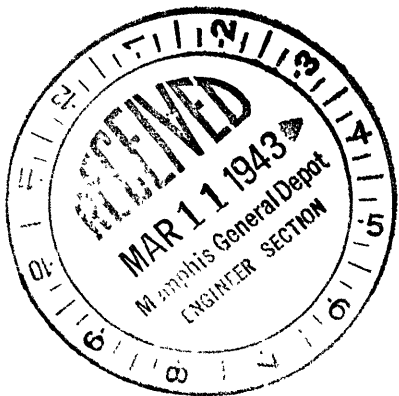

W. E. Lorence,
Colonel, Corps of Engineers,
Chief, Civilian Personnel Branch,
Administrative Division.

Incl: n/c

FEB 7 4 3 PM



FEB 7 1943



7

WAR DEPARTMENT
MEMPHIS GENERAL DEPOT
MEMPHIS, TENN.
March 12, 1943

Subject: Report of L. R. Willis, patrolman, Memphis Quartermaster Depot
on James Dye, colored laborer.

To: Engineer Supply Officer,
Memphis Quartermaster Depot,
Memphis, Tennessee.

1. Due to the fact that I had been told by the Foreman that this negro had a knife on his person, I was trying to search him without having to use force. When the negro resisted being searched and made, what I thought to be, an attempt to get a knife I slapped him twice with my open hand to prevent him from drawing a knife or weapon.

2. First, my reason for slapping the negro was to protect myself and not injure the negro by striking him with a police club.

3. Second, there was no one close enough to me that could have prevented the negro from striking me should he have had a knife or weapon.

L. R. Willis

Patrolman, L. R. Willis



January 23, 1943

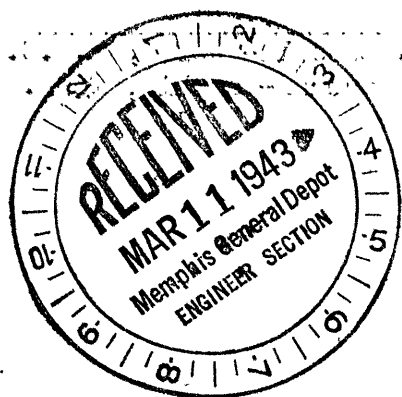
Subject: Statement of Mr. Lewis W. Russell, Engineer Corps, Q.M.C.,
Memphis, Tennessee.

To: Engineer Supply Officer,
Memphis Quartermaster Depot,
Memphis, Tennessee.

1. On December 9, 1942 at about 9:30 A.M. I had to get some extra help for some work which had to be done in the open storage area. I selected as one of the negroes to help me, one by the name of James O. Dye, Badge No. 3292, an employee of Engineer Corps, this Depot. This negro when I told him he was to accompany us on this job, refused to go. I reported this to Mr. Motes our Head Storekeeper and he talked to negro and negro got very smart with him also and refused to go on this detail. Mr. Motes saw Captain Upperdine and told him about the actions of this negro and Captain Upperdine told negro to either go on this detail or his termination slip would be written out. Dye again refused to go on detail to Captain Upperdine and the Captain ordered his termination slip be made out and given him. The Captain also ordered me to take the negro Dye's badge, Dye then ran towards the open storage area where he made the remark to several of the negro employees there that there was'nt a Son of a Bitch on reservation big enough to take his badge off him.

2. I finally located this negro Dye in open storage area and asked him for his badge. He asked me what I wanted with it, about this time Patrolman L.R. Willis came up and asked what was the trouble and when I told him he started to search the negro Dye and the negro made a motion for his pocket. At this point Patrolman Willis slapped the negro and then took his badge off him and ordered him off the reservation. The negro refused to accompany Patrolman Willis and started mumbling something that showed he was very angry, he then tried to jerk away from Patrolman Willis and Willis again slapped him and put him off the reservation with the help of Sergeant W.B. West, Civilian Sergeant of the Guard.

Lewis W. Russell
Lewis W. Russell - Cof E, Q.M.C.
General Foreman - Memphis, Tenn.



January 23, 1943

Subject: Report by Patrolman L. R. Willis, Memphis Depot Guard.

To: Engineer Supply Officer,
Memphis Quartermaster Depot,
Memphis, Tennessee.

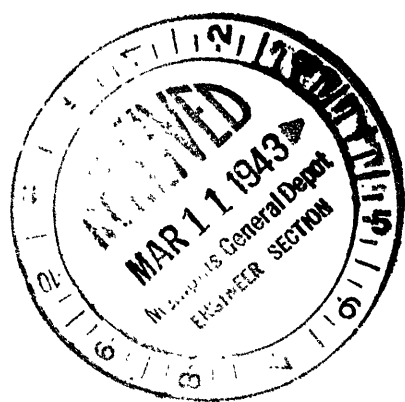
1. On December 9, 1942 at 9:30 A.M. Foreman B. D. Slay of C. of E. came to me and reported that he had had trouble with a negro, James O. Dye, Badge No. 3292. The Foreman had Dye's termination slip and tried to give it to him but the negro refused the termination slip, also refused to give up his badge saying that "No one could get his badge". Mr. Slay also said that the negro was trying to get other negroes to quit their jobs.

2. On the way to the negro from the West gate the foreman told me that the negro carried a knife and to be careful. Just before we got to the negro we met Sgt. of the Guard West and he went with me to the negro. Sgt West told me to tend to the negro.

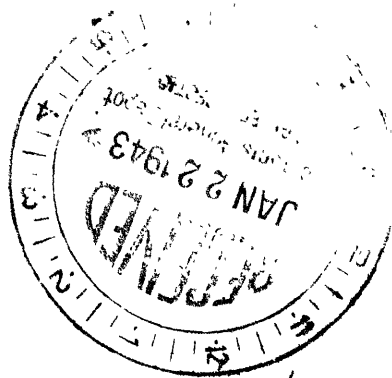
3. I went up to the negro with the termination slip and asked him for his badge and he refused to give me the badge. The negro said that I couldn't put him off the Reservation and began mumbling, showing that he was angry. I then told the negro to keep his hands up that I was going to search him. He then tried to jerk away from me and was trying to get his hand in his pocket as if he was after a knife. Then I slapped the negro twice with my open hand and made the negro stand still. I searched him but did not find a knife. I took the negro's badge and asked Sgt. West what he wanted to do with the negro. Sgt. West went with me to the West gate and we put the negro off the Reservation.

L. R. Willis

Patrolman L. R. Willis.



Y



Memphis, Tennessee
December 12, 1942.

To Whom it May Concern:

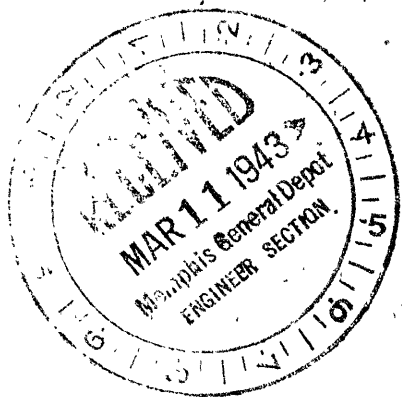
I am employed as a laborer at the Quartermaster Depot Engineer Department. I have been working in the warehouse ever since August and my foreman has been nagging at me for the last six weeks just because he disliked me. On December 9, he had me transferred from the warehouse out in the open storage.

After I found out that is where he was sending me I decided to see the storekeeper, Mr. Moots, as he was over the laborers and foremen. I explained to him the affair. After he heard my story he ask me that was all I had to say? If so that was all the canm consideration I was going to get. I went to see Captain Upperdine I told him that I thought I was being treated unfair because I had been working there in the warehouse and my foreman was sending me out in the open storage. He told me to go back to work where I was. I went and told my foreman what he said my foreman told me that he couldn't use me any more. I went back to Captain Upperdine, I told him what the foreman said, while talking to the captain Mr. Moots and Mr. Russell and Mr. Moots' assistance his name I do not know they came into the office and the captain ask them what was this all about. Mr. Moots assistance said to the captain he is just to damn smart. I ask him why would he say I was smart? He said "just because you are". Mr. Moots spoke and told me that if I didn't want to work out in the open storage I could go home. He told me the captain did not want to hear what I had to say. I told him I wanted some consideration from the captain.

All the time I was talking to the captain Mr. Moots and his assistant kept interrupting from the time these three men came in the office the captain had not said anything I asked the captain he told me if I didn't want to work out in the open storage I could go home. I left the office and I told him that I was looking for the major this officer told me he was the head man of that apartment I explained to him about my foreman transferring me to the open air storage. But he has been nagging at me for the past six weeks.

My foreman would call on me when the other men would be standing around. He told me to go see Captain Uperline, I told him I had been to see him. He told me to go ahead on out in the place and to to work that he would see the captain. He also said that "you know we have a war to win". I realize that an I went on out in the open air storage like he told me. It was just about a mile out there as near as I can estimate I went to work afte I got out there. After I had been at work about a hour Mr. Moots and Mr. Russell the guard walked up to me snatch my badge off of me. I ask him why he took my badge then he slapped me, to told him he had no right to hit me, he then slapped me again and said I ought to kill you. You are to damn smart. He searched me an marched me on down the frive out the back gates. I asked to see the General, but the lady refuse and said no one could see the General. She then wanted to know what I wanted. I told her I had been slapped by a guard, as there was a guard standing there he told me that I wanted to see Lieut. Hale. He carried me there but the guard on duty said Lieut. Hale was out. Later this

check



same guard permitted me to see Lieut. Hale. I asked him if he cared to hear my story? He said yes. I told him what happened the guard interrupted and told the Lieut. Hale that I wanted to see the General. I told him I did. He sent me down to see Colonel Larnhorn, and he would tell me whether I could see the General. I explained the affair with the Col. he asked me how long had I been working there I told him how long, He replied I think it would be better to find work in some other industry. I told him I wanted to work for the government. Therefore if I were transferred. He told me if I were fired? At that time I did not know, as they had taken my badge, and put me out the back gate. They did not give me a termination slip he asked me did I want to see the abusing officer? When I saw him I explained the affair with him he told me he would investigate.

I told him I hadn't broken any of the government rules. I am in class, I. A expecting to go fight for my country anyday.

I am asking a fair deal from the government. I feel like I have been mistreated on a government job with out a cause. This officer accompanied me to the door I told him they could get this straight if they wanted to. If not some one else would. At this time the employees was coming out in a big bunch when I spoke these words this officer put his finger over his mouth for me to hush. I left.

The next day they mailed me a termination slip, but no money. This is what was on the slip-----

Name***---James Dye.
Title----Labor badge No. 3292

The above person has been released from his duties in connection with the Engineer Warehouse, Memphis Quartermaster Depot, Memphis, Tenn.

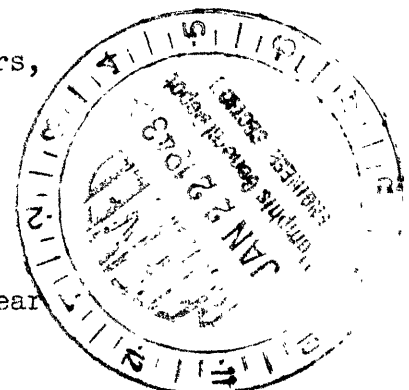
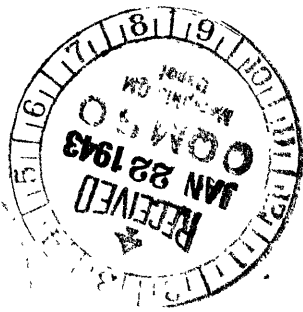
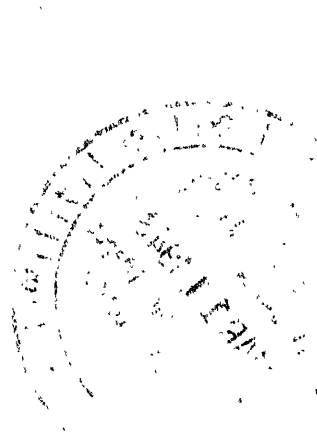
Reason-----Insubordination.
Foreman-----Boryd D. Slay
Captain-----Ernest G. Upperdine. Capt. Corps of Engineers
Asst. Engineer supply Officer.

I have been on this job ever since July 10, 1942. I haven't lost but two days, to answer a call from my Draft board, a half day to attend to some business. Regardless to creed or color I think every man ought to be treated just.

Sincerely yours,

James Dye

592 Alabama Rear



[Faint, mostly illegible typed text, possibly a letter or report, with some lines appearing to be mirrored or bleed-through from the reverse side.]

[Circular stamps and markings at the bottom of the page, including:]

- [Circular stamp:]* RECEIVED
MAR 11 1943
Memphis General Depot
ENGINEER SECTION
- [Circular stamp:]* IN
JAN 27 1943
CIV. PER. BR.
DEPARTMENTAL SEC.
- [Circular stamp:]* 745 55 1943

Complaint of James Dye, former employee.

Commanding
General

12/10/42

1. Yesterday the Executive Officer requested that James Dye give his full complaint to the undersigned. This was done.

2. James Dye was hired on July 10, 1942, and was a laborer in the Engineer Warehouse. His employment was terminated yesterday according to Colonel Mewhirter because he had refused to be transferred from the Warehouse to the Open Storage Area for work. James Dye stated that he was a laborer under the supervision of a Mr. Sleigh who he knew disliked him personally. He stated that it was his belief that Mr. Sleigh had him transferred to the Open Storage Area because of his personal dislike and he had inquired as to the reasons for his transfer. He stated that several of the other laborers had stated that when a request for labor for the Open Storage Area had been received, Mr. Sleigh stated that he had a negro in mind who had been in the toilet for one hour and desired him to be transferred. *This is Dye's statement.*

Dye went to the Open Storage Area, according to his story, and worked there when two men and a guard came up to him and stated that they had been looking for him. He stated that the guard, Patrolman Willis, came up to him without any provocation and slapped him and told him to get off the reservation. He stated that he made his complaint to Captain Upperdine, Colonel Mewhirter and desired to give all of the facts to the Commanding General, but had not been able to see him.

3. Attached is a statement made by Patrolman Willis which is self explanatory.

4. Colonel Mewhirter stated that this negro's work had not been entirely satisfactory in the past and he had explained to him that his employees must work where the supervisors ordered them to work.

#2. Comdr. Ing. General. 12/10/42

Complaint of James Dye, former employee.

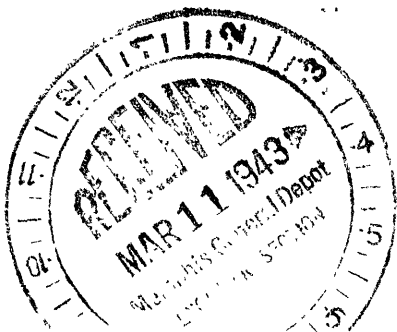
5. The negro complained very bitterly about the way in which he thought he had been mistreated. He indicated that he would try to see the Commanding General on another date and if he failed in this, he would have the matter investigated further.

6. This negro has a lot of white blood in him. He seemed to be well educated, but overly anxious to stand up for his rights to an extent of being almost a "smart aleck" type.

7. In view of what Colonel Mewhirter stated and the report made by Patrolman Willis it is recommended that no further action be taken.

JULIAN E. GORTATOWSKY
1st Lieut., C.M. Corps
Depot Intelligence Offr

1 incl.



[Faint handwritten text]



E



9 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

Dear Mr. Johnson:

Reference is made to your letter of March 20, 1943, forwarding to this office three communications from Mr. Charles C. Eisenstein—one addressed to President Roosevelt under date of December 19, 1942, and the other two to the President's Committee on Fair Employment Practice. Mr. Eisenstein, a member of the Jewish Faith, alleged that he was discharged from his position as Patrolman at the Newark Airport chiefly because of his efforts to prevent a race riot between white and Negro employees. He also made certain other allegations concerning conditions of employment at the Newark Airport.

The report of the investigation into this complaint states as follows:

It is shown that the accusations that patrolmen were forced to purchase two uniforms within a period of three months are unfounded.

The prescribed uniform as published June 14, 1942, for civilian guards at Newark Airport is as follows:

- 1 Cap, Oxford Gray, Wool
- 1 Coat, Oxford Gray, Wool, with sleeve insignia
- 1 Trousers, Oxford Gray, Wool
- 2 Shirts, Light Gray, Cotton
- 1 Necktie, Black (any suitable material)
- 1 Shoes, Pair, Black (any suitable civilian model)

In weather which requires overcoat, guards will be authorized to wear any suitable overcoat with the uniforms. Guards who had previously bought complete blue uniforms could continue to wear the same on duty as long as it remains serviceable.

cc: E

Mr. George M. Johnson
9 July 1943

Page - 2 -

The segregation of Negroes on certain posts is not in effect, nor has it ever been; however, it was contemplated to assign a certain area of posts to colored patrolmen in charge of colored leaders. In attempting to make the change, the instructions of the guard commander were handled improperly on the part of the sergeant in charge of the detail. The guard commander on hearing that some dissatisfaction existed among the patrolmen immediately rescinded his instructions about the contemplated change in posts assignments.

Although some colored members of the guard were not in favor of assignment to certain area posts, and upon being informed that a change in this respect was contemplated, some voiced disapproval, but not to such an extent that would give a feeling of existing disorder among them. The statements made by Mr. Eisenstein that a race riot was about to take place proved to be untrue in its entirety.

It was further learned that Mr. Eisenstein refused to accept assignment to another post, and that such refusal was sufficient cause for and warranted dismissal. The guard commander was vested with authority to make assignments and reassignments among his guards in the interests of the service and he required no special authority to reassign Guard Eisenstein, although Mr. Eisenstein felt he should have been consulted in the matter. Mr. Eisenstein was dismissed and his reinstatement was denied.

Mr. Eisenstein is of the trouble-making type and endeavors to incite and create unrest among his fellow workers. He is always prone to criticize. He even went so far as to attempt to circularize a petition favorable to himself among the colored guards, who did not believe that he was justified in taking such action.

In view of the conflict between the report and statement made by Mr. Eisenstein, The Committee may wish to make its own inquiry into his charges.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

9 July 1943

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President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
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9 July 1943

Page - 2 -

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Although some colored members of the guard were not in favor of assignment to certain area posts, and upon being informed that a change in this respect was contemplated, some voiced disapproval, but not to such an extent that would give a feeling of existing disorder among them. The statements made by Mr. Eisenstein that a race riot was about to take place proved to be untrue in its entirety.

It was further learned that Mr. Eisenstein refused to accept assignment to another post, and that such refusal was sufficient cause for and warranted dismissal. The guard commander was vested with authority to make assignments and reassignments among his guards in the interests of the service and he required no special authority to reassign Guard Eisenstein, although Mr. Eisenstein felt he should have been consulted in the matter. Mr. Eisenstein was dismissed and his reinstatement was denied.

Mr. Eisenstein is of the trouble-making type and endeavors to incite and create unrest among his fellow workers. He is always prone to criticize. He even went so far as to attempt to circularize a petition favorable to himself among the colored guards, who did not believe that he was justified in taking such action.

In view of the conflict between the report and statement made by Mr. Eisenstein, the Committee may wish to make its own inquiry into his charges.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

June 25, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary of War.

1. Further reference is made to your memorandum of March 26, 1943, relative to the discharge of Mr. Charles C. Eisenstein from his position as a Patrolman at the Newark Airport, Newark, New Jersey.

2. An investigation has been made of the alleged discrimination and the report received in Mr. Eisenstein's case has been thoroughly and completely reviewed. It is shown that the accusations that patrolmen were forced to purchase two uniforms within a period of three months are unfounded.

2a. The prescribed uniform as published June 14, 1942, for civilian guards at Newark Airport is as follows:

- 1 Cap, Oxford Gray, Wool
- 1 Coat, Oxford Gray, wool, with sleeve insignia
- 1 Trousers, Oxford Gray, wool
- 2 Shirts, Light Gray, Cotton
- 1 Necktie, Black (any suitable material)
- 1 Shoes, Pair, Black (any suitable civilian model)

In weather which requires overcoat, guards will be authorized to wear any suitable overcoat with the uniforms. Guards who had previously bought complete blue uniforms could continue to wear the same on duty as long as it remains serviceable.

3. The segregation of Negroes on certain posts is not in effect, nor has it ever been; however, it was contemplated to assign a certain area of posts to colored patrolmen in charge of colored leaders. In attempting to make the change, the instructions of the guard commander were handled improperly on the part of the sergeant in charge of the detail. The guard commander on hearing that some dissatisfaction existed among the patrolmen immediately rescinded his instructions about the contemplated change in posts assignments.

4. Although some colored members of the guard were not in favor of



assignment to certain area posts, and upon being informed that a change in this respect was contemplated, some voiced disapproval, but not to such an extent that would give a feeling of existing disorder among them. The statements made by Mr. Eisenstein that a race riot was about to take place proved to be untrue in its entirety.

5. It was further learned that Mr. Eisenstein refused to accept assignment to another post, and that such refusal was sufficient cause for and warranted dismissal. The guard commander was vested with authority to make assignments and reassignments among his guards in the interests of the service and he required no special authority to reassign Guard Eisenstein, although Mr. Eisenstein felt he should have been consulted in the matter. Mr. Eisenstein was dismissed and his reinstatement was denied.

6. Mr. Eisenstein is of the trouble-making type and endeavors to incite and create unrest among his fellow workers. He is always prone to criticize. He even went so far as to attempt to circularize a petition favorable to himself among the colored guards, who did not believe that he was justified in taking such action.]

7. This office can find no evidence in the above facts indicating that any directives prohibiting racial or religious discrimination in Federal employment have been violated. If further information should be desired, the file in this office will be pulled for your consideration.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch

ms/od

June 25, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary of War.

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ms/od

- 2 -

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7. This office can find no evidence in the above facts indicating that any directives prohibiting racial or religious discrimination in Federal employment have been violated. If further information should be desired, the file in this office will be pulled for your consideration.

J. H. Mason, Chief
Employee Relations Branch

30 December 1943

Mr. George M. Johnson
Deputy Chairman
President's Committee on Fair
Employment Practice
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

On 19 June 1943, you forwarded to this office the complaint of Mrs. Mary E. Elder alleging that race discrimination had been practiced against her in her employment at the Sharonville Engineer Depot, Sharonville, Ohio.

The report of the investigation stated that Mrs. Elder was employed on 18 June 1943, under a war Service Indefinite Appointment and continued in service until 27 July 1943. Her services were terminated because they were unsatisfactory in all respects. She was retained in the service for 6 months because efforts were made to place her in a capacity commensurate with her ability. The report further stated that she is incompetent, careless and undependable.

From the first report submitted in this case it appeared that Mrs. Elder's work had been satisfactory until 1 June 1943, which was approximately the date of her reassignment. The question of whether it was possible that misassignment was made in this instance was raised. A supplemental report stated as follows:

Mrs. Elder was a chronic trouble maker from the time she entered on duty, in addition to being inefficient in all of her various assignments. It is realized that the misdemeanors cited occurred after Mrs. Elder's complaint of racial discrimination, but these instances were the most recent of which written complaints had been placed on file. It can truthfully be said that the officer in charge of every department in which Mrs. Elder worked complained that she was a trouble maker and inefficient, but in most instances their complaints were not made in writing, but by calling the Personnel Department on the phone or by coming to the office in person and complaining to the undersigned. Several other specific instances that reflect her attitude and conduct which occurred immediately following

Mr. George M. Johnson
30 December 1943

Page - 2 -

her appointment, that were reduced to writing, have been withdrawn from her 201 file and are inclosed. This office would like to obtain a detailed written report from each of her superior officers covering her services during the tenure of her employment and submit them with this indorsement, but unfortunately the Medical Branch or Section with whom she was associated has been transferred in its entirety to another installation and the officer personnel were transferred at the same time. To obtain these statements under the circumstances would cause further delay in making reply in this case.

This office made every possible effort to avoid discrimination in her case and is continuing to take every possible step in this direction, and under the circumstances it is felt that this person was treated fairly in every respect irrespective of sex, race, color, creed, or national origin. If misassignment was made it was because we were attempting to place this person in a capacity commensurate with her demonstrated capabilities and at the same time assign her to work that would tend to further rather than hinder the war effort.

In these circumstances, it appears that the investigation has failed to substantiate the charge of race discrimination.

Yours very truly,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

30 December 1943

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Deputy Chairman
President's Committee on Fair
Employment Practice
Tenth and U Streets, N. W.
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Mr. George M. Johnson
30 December 1943

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Yours very truly,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

WAR DEPARTMENT
HEADQUARTERS ARMY SERVICE FORCES
WASHINGTON

2129

Lester

SPGC-L
201 Elder, Mary E.

LLF:cwr
18 December 1943

MEMORANDUM TO THE DIRECTOR OF CIVILIAN PERSONNEL AND TRAINING,
OFFICE OF THE SECRETARY OF WAR
(Attention: Mr. Truman K. Gibson, Jr., Civilian Aide)

Subject: Alleged Discrimination Practiced Against Mary E.
Elder.

1. In response to the inquiry in a memorandum from your office, dated 23 June 1943, requesting, for transmittal to the President's Committee on Fair Employment Practice, an investigation and report on the above named case, a report from the Office of the Corps of Engineers, is attached.

2. Should your office feel that this report is unsatisfactory or incomplete, we shall be glad to direct a further investigation.

For the Director, Industrial Personnel Division:

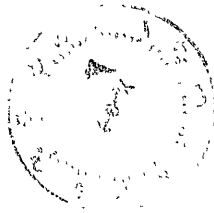
John M. O'Gara
JOHN M. O'GARA
Colonel, General Staff Corps
Chief, Labor Branch
Industrial Personnel Division

10 Incls:
Inds. 3-8
1 Standard Form No. 51
3 In-Tally memos.
1 Release of Employee Memo.



DEC 20 13 AM

OUT



OUT

B

WAR DEPARTMENT
ARMY & NAVY
IND. PERM. DIV.

SPCC-L
201 Elder, Mary E.

LLF:cwr
18 December 1943

MEMORANDUM TO THE DIRECTOR OF CIVILIAN PERSONNEL AND TRAINING,
OFFICE OF THE SECRETARY OF WAR
(Attention: Mr. Truman K. Gibson, Jr., Civilian Aide)

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For the Director, Industrial Personnel Division:

JOHN E. O'GARA
Colonel, General Staff Corps
Chief, Labor Branch
Industrial Personnel Division

10 Incls.
Ind. 1-4
1 Standard Form No. 51
3 In-Reply memos.
1 Release of Employee Memo.

COPY

201-Elber, Mary E.

3rd Ind.

WES., Sharonville Engineer Depot, Sharonville, Ohio, 26 July 1943.

To: The Chief of Engineers, U. S. Army, Washington, D. C.
(Attention: Chief, Civilian Personnel Branch)

In compliance with request in 2nd Ind. there is attached hereto Standard Form No. 51 (Report of Efficiency Rating) for Mary E. Elber.

For the Commanding Officer:

/s/ Herbert A. Constock
HERBERT A. CONSTOCK
1st Lt., C. E.
Personnel Officer

2 Incls.
1 Incl. n/c
1 Incl. added

3rd Ind

V I A A I R M A I L

GE 201 Civ.F.(Elder, Mary E.) SPEAP 4th Ind.

Office, C. of E., 2 August 1943.

To: The Engineer Supply Officer, Sharonville Engineer Depot, SHARONVILLE,
OHIO.

1. The report in third indorsement is neither satisfactory nor understandable, and cannot be forwarded to the Office of the Secretary of War in its present form.

2. The reason for submitting Standard Form No. 51, report of efficiency rating for 45 days is not clear. The statement is made on the back of the report that all ratings are based on actual work produced. It is not understood how this could have been done when, although Mrs. Elder is in CAF-2 grade, all elements in italics, which apply only to employees in administrative, supervisory, or planning positions, are rated on this form. If it is desired to submit this report of efficiency rating to the President's Committee on Fair Employment Practices, it will be well to justify the marking of each element by a specific reason, and to explain why Mrs. Elder was retained in the service six months.

3. It is entirely possible that Mrs. Elder's services have not been satisfactory. In that event, a full report is requested, showing compliance with Civil Service Rule I, Sec. 2, Executive Order No. 8802, and CFR 86.1-5 which prohibit discrimination because of race, creed, color or national origin. The date and manner of employment and the present status of the employee should be included in the report.

By order of the Chief of Engineers:

W. E. Lorence,
Colonel, Corps of Engineers,
Chief, Civilian Personnel Branch,
Administrative Division.

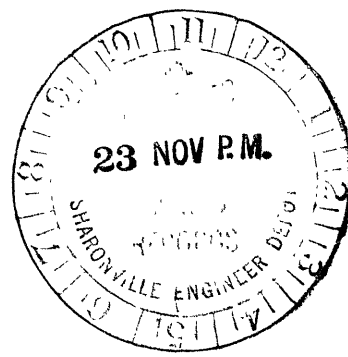
2 Inclosures:
Cy. of ltr. dated 4 June 1943
Standard Form No. 51

4th Ind

SHARONVILLE
ENGINEER
DEPT

NOV 15

SHARONVILLE, O.



COPY

201 - Elder, Mary E.

5th Ind.

Headquarters, Sharonville Engineer Depot, Sharonville, Ohio.
16 November 1943

To: The Chief of Engineers, U. S. Army, Washington, D. C.
(Attention: Chief, Civilian Personnel Branch)

1. The submitting of Standard Form 51, Report of Efficiency Rating, was prepared with the intention of most clearly outlining in brief form, the employment record of the subject while performing her duties at that time. With reference as to why the subject was retained in service for six months, this office wishes to state that every effort was made to place her in a capacity commensurate with her ability.

2. Mrs. Mary Elder was incompetent, careless, undependable, as evidenced by the attached exhibits, A - B - C.

A. Tally In #3759 reflects the receipt of material described thereon. The tally was falsified as evidenced by statements made by her superior officer in his letter dated 21 August 1943, which is attached.

B. Tally In #2943 indicates carelessness in that the second item was extended incorrectly.

C. The letter attached, dated 12 July 1943, written by the subject's superior officer, reflects two specific cases where her tardiness in arriving on the job, held up unloading crews for periods up to thirty (30) minutes.

3. Mrs. Mary Elder was employed on the 18 January 1943, under a War Service Indefinite Appointment and continued in service until 27 July 1943, at which time this office terminated her services because of gross inefficiency.

4. Throughout this year, the payroll at this depot has been composed of more than forty (40) percent non-whites.

For the Commanding Officer:

/s/ Hubert A. Comstock
HERBERT A. COMSTOCK
1st Lt. C. E.
Personnel Officer

5th Ind

VIA AIR MAIL

CE 201 Civ.F.(Elder, Mary E.) SPEAP 6th Ind.

Office, C. of E., 20 November 1943.

TO: The Engineer Supply Officer, Sharonville Engineer Depot, SHARONVILLE,
OHIO.

1. The unsigned fifth indorsement is returned for completion.
2. Your attention is invited to Standard Form 51, Report of Efficiency Rating, on which the italicized elements have been marked in a manner indicating that administrative, supervisory, or planning duties were performed by this employee who is classified as a CAF-2.
3. Your attention is further invited to the dates of the alleged misdemeanors cited in paragraph 2 of the preceding indorsement, all of which occurred after Mrs. Elder's complaint of racial discrimination had been forwarded for investigation.
4. From the report submitted it appears that Mrs. Elder's work had been satisfactory until 1 June which was approximately the date the re-assignment was made. Consideration should be given to the possibility that misassignment might have been made in this instance.
5. A complete report in this case should be submitted to this office immediately to be forwarded in accordance with repeated requests from Headquarters, Army Service Forces.

By order of the Chief of Engineers:

W. E. Lorence,
Colonel, Corps of Engineers,
Chief, Civilian Personnel Branch,
Administrative Division.

Inclosures:
N/C (except added
Exhibits A, B, & C.)



6th Ind

Faint, illegible text, possibly bleed-through from the reverse side of the page.



COPY

201 - Elder, Mary E.

7th Ind.

Headquarters, Sharonville Engineer Depot, Sharonville, Ohio, 30 November 1941.

To: The Chief of Engineers, U. S. Army, Washington, D. C. (Attention: Chief, Civilian Personnel Branch)

1. Fifth Indorsement has been properly signed.

2. As a matter of clarification, the Standard Form 51, Report of Efficiency Rating, in this case was rated and reviewed by Mary Elder's supervisors neither of whom were thoroughly familiar with the Form and through inadvertence on the part of this office, the form was forwarded without being properly checked. It is asked, however, that the form submitted in her case be disregarded.

3. Mrs. Elder was a chronic trouble maker from the time she entered on duty, in addition to being inefficient in all of her various assignments. It is realized that the misdeeds cited occurred after Mrs. Elder's complaint of racial discrimination, but these instances were the most recent of which written complaints had been placed on file. It can truthfully be said that the officer in charge of every department in which Mrs. Mary Elder worked complained that she was a trouble maker and inefficient, but in most instances their complaints were not made in writing, but by calling the Personnel Department on the phone or by coming to the office in person and complaining to the undersigned. Several other specific instances that reflect her attitude and conduct which occurred immediately following her appointment, that were reduced to writing, have been withdrawn from her 201 file and are inclosed. This office would like to obtain a detailed written report from each of her superior officers covering her services during the tenure of her employment and submit them with this indorsement, but unfortunately the Medical Branch or Section with whom she was associated has been transferred in its entirety to another installation and the officer personnel were transferred at the same time. To obtain these statements under the circumstances would cause further delay in making reply in this case.

4. This office made every possible effort to avoid discrimination in her case and is continuing to take every possible step in this direction, and under the circumstances it is felt that this person was treated fairly in every respect irrespective of sex, race, color, creed, or national origin. If misassignment was made it was because we were attempting to place this person in a capacity commensurate with her demonstrated capabilities and at the same time assign her to work that would tend to further rather than hinder the war effort.

For the Commanding Officer:

/s/Hubert A. Comstock
HUBERT A. COMSTOCK
1st Lt., C. E.
Personnel Officer

Incl. N/C (Except added
Exhibits D. & E.)

7th Ind

GE 201 Civ.P.(Elder, Mary E.) SPHYF 8th Ind.

Office, G. of E., 8 December 1943.

To: The Director, Industrial Personnel Division, Headquarters, Army
Service Forces, WASHINGTON, D. C.

Forwarded, inviting attention to the preceding indorsements.

For the Chief of Engineers:

W. E. Lawrence,
Colonel, Corps of Engineers,
Chief, Industrial Personnel Branch.

Inlosures:
N/C

8th Ind.

COPY

Standard Form No. 51 REPORT OF
EFFICIENCY RATING

As of July 15, 1943 based on performance during period from June 1, 1943
to July 15, 1943

Mrs. Mary E. Elder Jr. Storekeeper, CAF-2
Name of employee Title of Position
Receiving and Inspection Branch Medical
Division Section

On lines below

Mark Employee

x if adequate
_ if weak
* if outstanding

Check One:

Administrative, supervisory, or planning
All others x

Weak in all requirements except
Physical fitness for the work in which she was marked x

Standard

Here she was given unsatisfactory in all respects.

Rated by Robert P. Lossman Receiving Supervisor 7-15-43
Sig. of rating official Title Date

Reviewed by W. P. Gotwalt 1st Lt. San. Corps 7-10-43
(sig. of reviewing official) Title Date

Conduct Report

Some reports in file. Others such as leaving work without notifying superior has happened since filed.

3 mistakes on tallies since sample sent to Administrative Office for file.

Too slow - six hours for completing tally on shipping ticket - 14 items - Inefficiency.

W. P. Gotwalt
1st Lt. San. Corps

Explanation of Deviations From Standard

All ratings are based on actual work produced. Cooperation is routine of her work. Should be replaced.

W. P. Gotwalt
1st Lt. San. Corps

1 Incl

COPY

WAR DEPARTMENT
LOUISVILLE MEDICAL DEPOT
Louisville 1, Kentucky

21 August 1943

SUBJECT: Tally

TO: The Personnel Officer, Sharonville Engineer Depot,
Sharonville, Ohio.

1. The writer personally wishes to state that the "tally-in" in question made out by Mrs. Mary Elder was almost entirely falsified, inasmuch as 2,952, 5 gallon cans of Alcohol were tallied in by her in three boxes, which is an utter impossibility. At the time she was questioned by me as to the veracity of the tally, and asked if there were any damaged containers. She stated there were none damaged, and it was absolutely as tallied in by her. In reality the contents had been tallied in the day before by another checker, and eight cans were found damaged. After some discussion, she finally admitted to me that maybe there was a mistake on the tally.

2. This tally was turned in to you by me. To the best of my knowledge it has never been returned to me.

3. I feel that this statement by me should help you clarify your records.

For the Commanding Officer:

/s/ W. P. Gotwalt
W. P. GOTWALT
1st Lt., Sn. Corps.
Assistant

(COPY OF TALLY-IN ON FILE IN IPD.)

2 inc

COPY

WAR DEPARTMENT
SERVICES OF SUPPLY
SHARONVILLE ENGINEER DEPOT
OFFICE OF THE MEDICAL SUPPLY OFFICER

Sharonville, Ohio

Subject: Tally-In

Memo.
To: The Medical Supply Officer

1. Attached herewith, as per request, the tally-in taken from Inspection Dept. and made out by Mrs. Elders.

/s/ Warren P. Gotwalt
WARREN P. GOTWALT
1st Lt., Sn. Corps
Receiving & Inspection Officer

(COPY ON FILE IN I.P.D.)

3 Incl

COPY

WAR DEPARTMENT
SERVICES OF SUPPLY
SHARONVILLE ENGINEER DEPOT
OFFICE OF THE MEDICAL SUPPLY OFFICER

SHARONVILLE, OHIO
12 July 1943

SUBJECT:

Memo.

To: The Medical Supply Officer

1. Mrs. Mary E. Elder, tally-in checker, on Friday, July 9, 1943, did not report back from lunch to her freight car, which was being unloaded and tallied-in by her, until after 1:30 P. M., holding up the entire car unloading crew for over half an hour.
2. Also, on Saturday, July 10, 1943, she did not report to her car, which was being unloaded and tallied in by her, until after 9:00 A.M. Lt. Green having called our department for her, as she again was holding up the unloading of the car.
3. This may be information for her 201 File.

/s/ Warren P. Gotwalt
WARREN P. GOTWALT
1st Lt., Sn. Corps
Receiving & Inspection Officer

(Copy of Tally-in on File in IPT.)

Verified
Wesley H. Green
2nd Lt. Med. Adm. C.
Storage Officer

COPY

War Department
Services of Supply
SHARONVILLE ENGINEER DEPOT
OFFICE OF THE MEDICAL SUPPLY OFFICER

Sharonville, Ohio
May 28, 1943

SUBJECT: Release of Employee.

TO: The Personnel Officer. Thru the Medical Supply Officer.

1. It is requested that Mrs. Mary E. Elder, Junior Storekeeper, CAF#2, be released from duty with the Receiving & Inspection Dept., Medical Section, Sharonville Engineer Depot.

2. The following reasons are given to substantiate this request:

1. Incompetence.
2. Lack of Initiative.
3. Incompatibility with fellow employees.
4. Instigation of trouble and dissatisfaction among co-workers.
5. Refer to 201 File for past record of grievances.

3. Request that this office be notified of action taken.

/s/ George J. Scherer
CFO. J. SCHERER
2nd Lt., MAC
Receiving & Inspection Officer

SED 201 MD (Elder, Mary E., Jr. Storekeeper) 1st Ind. RLA/HZ/kp
War Dept., A.S.F., The Medical Supply Officer, Sharonville Engineer Depot,
Sharonville, Ohio. May 29, 1943.

To: The Personnel Officer, Sharonville Engineer Depot, Sharonville, Ohio.
THRU: The Commanding Officer.

It is requested that employee enumerated in basic communication, be discharged without prejudice for failure to qualify during the trial period.

A TRUE COPY:
/s/ Herman Zaagman

HERMAN ZAAGMAN
Capt., M.A.C.
U.S. Army

/s/ ROBERT L. ANDREWS
ROBERT L. ANDREWS
Lt. Col., V. C.
MEDICAL SUPPLY OFFICER

5 Incl.

23 June 1943

MEMORANDUM

**TO: The Director, Industrial Personnel Division
Army Service Forces
Attention: Mr. Lemuel Foster**

Attached hereto is a copy of a letter addressed by Mrs. Mary E. Elder to the Chairman of the President's Committee on Fair Employment Practice and referred by the Committee to this office.

Mrs. Elder alleges that racial discrimination was practiced against her at the United States Engineering Depot in Sharonville, Ohio, in her assignment to checking in merchandise from freight cars after she had been employed in the office as a clerical worker from January to May 22, 1943.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment?

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

Copy E

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

June 19, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

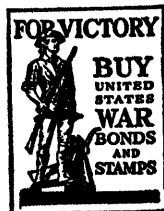
I am enclosing herewith two copies of a letter addressed to the Committee by Mrs. Mary E. Elder, 2627 Park Avenue, Cincinnati, Ohio, who feels that racial discrimination is being practiced against her in her employment at the United States Engineering Depot in Sharonville, Ohio.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary

Enclosures



June 19, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

I am enclosing herewith two copies of a letter addressed to the Committee by Mrs. Mary E. Elder, 2627 Park Avenue, Cincinnati, Ohio, who feels that racial discrimination is being practiced against her in her employment at the United States Engineering Depot in Sharonville, Ohio.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George H. Johnson
Assistant Executive Secretary

Enclosure

C
O
P
Y

2627 Park Ave.
Cincinnati, Ohio
June 4, 1943

Father Francis Haas,
Fair Empl. Ass.
Washington, D. C.

Dear Sir:

I am a Negro woman, and a graduate of the Ohio State University. I have been employed at the U. S. Engineering Depot in Sharonville, Ohio, since last January. I was the first woman employed in any of the warehouses at that time. The weather was extremely cold (eleven degrees below zero), and usually not enough, or no heat at all, and I had to walk one and a quarter miles to and from the parking lot.

My first day at the Depot, I was sent out to observe the receiving of merchandise, and on my second day, I was assigned to the office for clerical work. From January last until Saturday May twenty-second office work was my job. For over two months I was the only woman office employee in the Medical Receiving Section in the warehouse. I worked extremely hard, doing all the duties that were to be performed. Oftimes I was on duty when I should have been at home under a physician's care. However, I was only too glad, and willing to do all that I possibly could to help the war effort.

On May tenth, new officers were assigned to the Medical Department here from St. Louis, Mo. Immediately a Captain Vissure began making plans for a new office within the warehouse. On May twenty-second, the office equipment from our old office together with new equipment was moved into the new office. Plans were also made for two new restrooms for the office personnel only.

As an alibi to exclude me from the new and "modern" set up, I was asked by Lt. Gotwalt, (who since has informed me that he was ordered to do so by Captain Vissure) to answer the telephone until arrangements had been made for its transfer to the new office. Quite naturally, the white office employees couldn't be asked to work with a Negro in their midst, not to say anything of having to share the restroom with her. Now that the weather is nice and conditions here have been improved, there is no further need for a Negro office worker. Consequently, I have been given the "run around."

On the morning of Tuesday, May twenty-fifth, the telephone service was transferred. I immediately reported to my immediate officer, Second Lt. George Scherer, only to be told by him to see Captain Vissure. He in turn told me to report to Captain Roberts in warehouse No. 6. (My work always having been in warehouse No. 3.) Captain Roberts tells me to report to First Lt. Huddleston, also in warehouse No. 6. He in turn told me to report to Second Lt. Mitchell in warehouse No. 3. Lt. Mitchell could not be found. I

then took it upon myself to report to First Lt. Comstock of the Personnel Department. Upon hearing my story, Lt. Comstock contacted Captain Zaggman, assistant to the Medical Lt. Colonel.

Captain Zaggman informed Lt. Comstock that he would confer with Captain Roberts, and work out something for me to do. The following morning I was to report to Captain Roberts, which I did. Captain Roberts informed me that he thought it unnecessary to confer with Captain Zaggman that he and Lt. Huddleston had discussed the matter, and both felt that the only offer they had for me was to "check in merchandise from freight cars." Naturally I wished to know why I should tally in merchandise, with my office experience, when office workers were badly needed, and especially so, since two girls with no previous experience, and who had been employed for only two weeks were taken from the inspection bench out in the warehouse, and asked to try to do the office work. The answer that I received to this question was that, "I had nothing to do with the new office arrangement."

Isn't there a remedy for this sort of prejudice? If not, why are my race men and women serving and dying for. We too are fighting for democracy for ourselves as well as others. We hope that our men will not have to return home to find this sort of "thing" still unchanged.

May I expect an answer soon? I shall sincerely appreciate the same.

Yours truly,

/s/ (Mrs.) Mary E. Elder

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

May 1, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Your letter of March 26, 1943 concerning the discharge of Mr. Charles C. Eisenstein from his position as a Patrolman at the Newark Airport, with attached letters written by him to President Roosevelt and the President's Committee on Fair Employment Practice is hereby acknowledged.

2. This office is securing a report of this matter and will make further reply to you when the necessary information is received.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



ms/crp

May 1, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War,

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2. This office is securing a report of this matter and will make further reply to you when the necessary information is received.

J. H. Mason, Chief
Employee Relations Branch

March 26, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto are three photostatic copies of letters - one addressed to President Roosevelt under date of December 19, 1942, and the other two to the President's Committee on Fair Employment Practice under dates of February 6 and 10, 1943, by Mr. Charles C. Eisenstein, 309 Neequahic Avenue, Newark, New Jersey.

Mr. Eisenstein is a member of the Jewish Faith but he alleges that he was discharged from his position as a Patrolman at the Newark Airport chiefly because of his efforts to prevent a race riot between white and Negro Patrolmen at that station. The conditions at the Newark Airport, if true, reflect a serious situation.

May his allegations be investigated to determine whether there has been any violation of the directives prohibiting racial or religious discrimination in Federal employment.

Truman E. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy/p E

March 26, 1943

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Truman E. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

March 20, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

I am enclosing herewith copies of three communications which this office has received from Mr. Charles C. Eisenstein, 309 Weequahic Avenue, Newark, New Jersey, who is a member of the Jewish faith but who was discharged from his position with a War Department facility at the Newark Airport, largely, he claims, as a result of his efforts to prevent acts of racial discrimination against Negroes and certain acts of violence which he alleges were in the process of development against all Negro employees of that establishment. He makes other charges which do not directly concern the President's Committee and the enforcement of Executive Order 8802 but which, I believe, will be of interest to the War Department.

It is requested that these matters be investigated and that a report be furnished this office upon completion of the investigation. It is also requested that this office be furnished with the number of Negroes employed, the capacities in which they are engaged, and their proportion to the total number of employees at the Newark Airport.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosures - 3

JEWISH WAR VETERANS OF THE UNITED STATES

National Headquarters
276 Fifth Avenue

Office of
CHARLES C. EISENSTEIN
National Chairman Emeritus
"Sons of J. W. V."
309 Weequahic Avenue
Newark, N. J.



New York, N. Y.
Murray Hill 4-1389

December, 19, 1942

Hon. Franklin D. Roosevelt,
President, United States of America,
Washington, D. C.

Dear President;

Am addressing this letter to you because of my inability to learn the name and title of the gentleman to whom this letter should have been properly addressed. I feel that the subject matter of this letter is of sufficient importance at this time, when the Federal Government is pleading with every citizen to participate in the War Effort, to be given immediate attention, investigation and correction.

I am an Honorably Discharged Veteran of World War # I. My only child and son, 17 years of age, is a voluntary member of the present United States Navy. These two facts, I feel, justify my right to complain of a situation that has no place on a Federal Project, especially at this time.

From the first week in March 1942 until the present date, I have been employed as a member of the Federal Patrol, U. N. D. 8, Material Division, Newark Airport, Newark, N. J. My record of employment at U. N. D. 8, has not been marred by a single infraction of rules or duty, nor have I caused my record to be marred by a single absence with or without leave. Until the time girls were employed to run the telephone switchboard, I manned the board. Since then I have acted as "receptionist" in the Administration Building of U. N. D. 8, a job requiring intelligence and tact. Every officer that I came into contact with here can testify to my devotion to my duty and my earnest diligence to help along and speed up our War Effort.

Among the many items, relative to the Federal Patrol at U. N. D. 8 that are in need of investigation and correction are;

1. The forced purchase of two uniforms within a period of three months under the threat of dismissal, a blue uniform \$26.50, now discontinued, and the present gray one costing \$42.50, both of which had to be purchased from the gentleman, whose workmanship and material for the first uniform were unsatisfactory.
2. No consideration of seniority. Sgt. Troncone, because of a letter from the City Hall of his town, was employed four days when he was appointed Sergeant.
3. Veteran status is given no consideration. The present Chief is neither an ex-service man or veteran, and has had no police experience.
4. Favoritism and discrimination of color and creed.
5. Inequality of salaries. Men with no military experience and only three months with the Guard, receive base pay of \$1860, while veterans and ex-service men, with 7 to 9 months service in the Patrol receive a base pay of \$1620.

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The purpose of this letter, however, is mainly in the matter of segregation and discrimination in the Federal Patrol of U.N.D.S., and because of which, I, in spite of my clean record of service in the Patrol, am being made the "goat" and PENALIZED, for preventing undoubtedly and positively a Race Riot, which would have resulted in useless bloodshed and loss of several lives, not to speak of the material damage to approximately ten or twelve planes parked in the hangar on the morning of November 24, 1942.

Every member of the Federal Patrol, on reporting for duty on his shift is provided with a fully loaded revolver or shotgun. Since the morning was cold and rainy, we were ordered to assemble for posting in the hangar. Sgt Troncone, originator of the idea of segregating the colored boys of each shift, and posting them in one group to do guard duty in "Intransit Dept. #5" (considered bad posts.), called out the names of all the colored men on the shift and told them that they would from then on work only in Intransit. The colored men resented such out and out discrimination and segregation, and with much mumbling, lined up to one side of the hangar. Incidentally many of these colored boys are college graduates.

Sgt Troncone walked over to order the colored men to go to their posts. Naturally, since they were displeased by the segregation, they crowded around him voicing their objections to such discrimination. From OUR line, a white guard, wishing to gain favor with the Sgt., jumped out of line and started running towards the colored boys shouting, "Come on, fellows, let's give it to the niggers; they're ganging up on Troncone."

I jumped out of line and grabbed him, saying, "What is the matter with you. Are you crazy! Are you trying to get someone killed. Every one of those boys have a loaded gun, and if a white fellow just pushes one of them, there will be shooting and blood shed. Get back in line where you belong. No one is hurting Troncone." Meantime Corporal Devine came over and ordered Turk back into line. Before returning to his place in line, he said to me, "what do you care, you are no nigger!"

"What do I care," I answered, "my seventeen year old snout nose, is somewhere on the high seas, I don't know where, fighting in a war for toleration, and it is a shame that in Newark Airport we have to have the very thing we are fighting a war against. Troncone started the idea, let him finish it himself, without help from you." Corporal Devine stopped further talk by compelling Turk to go back in line. Meanwhile we were all posted, and the segregation of the colored boys was stopped.

Later in the day, my action in preventing Troncone from receiving physical aid, and preventing positive bloodshed and death, was reported to Troncone, he decided to make things unpleasant for me. Since my post was a fixed post and a key position, a different man could not be placed at this post every day. However, Troncone prevailed on the Chief to get

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permission to take my post away from me. This was reported to me by friends of mine who overheard. However, nothing was done for several days.

On Friday morning, November 27, 1942, when we lined up for roll call, Sgt Troncone called out my name and changed my post to the Ammunition Dump. Knowing the reason for the change, I asked for relief from duty, so that I could see our Supervisor, Leut. Engelbeck. This WAS GRANTED ME, and on Saturday morning, Nov. 28, 1942, Sgt Troncone, VERBALLY REAFFIRMED in the presence of the Lieutenant, "that I did ask for relief, and that HE DID GRANT it."

However, before I could get in to see the Lieutenant, Sgt Troncone, went up to see him first, and when I finally went in, everytime I opened my mouth to talk, the Lieutenant drowned me out with a gush of words, many of which are not to be found in any dictionary, that finally in disgust I blurted, "You dont want to listen to my side, besides I dont have to take that language from any man, I'd rather resign first." His answer was, "Dont give me that s---, either take your post or give me your pass." Under the circumstances, in view of the language, there was nothing I could do, but give him my pass, if I had any pride at all.

I then went over to the Administration Building and spoke to Major Garten, Security Officer, who agreed that I had acted correctly, and suggested that I go back and talk with the Lieutenant, and it would be all right. I was unable to see Lieutenant Engelbeck until Saturday morning, at which time, in spite of Sgt Troncones confession that I did not refuse my post, but was granted permission by him and was properly relieved, Leut. Engelbeck said, "Well, you resigned, so there is nothing I can do." I asked him whether he had spoken to the Major, and he said, "Yes, and that is what we decided." I told him that I was going to see the Major again.

Before I could get back to the Administration Bldg, Chief Perretti and Sgt Troncone rushed over there, and when I got there, came over to me and said, "The Major dont want to see you. You got a pass to see him, and since he dont want to see you, you will have to leave." I answered, "O.K., I'll go out and come in with a pass to see Col. Ohmer." Upon hearing that they let me wait to see the Major.

When Major Garten was ready to see me, I entered his office and asked permission to see the Colonel, the Commanding Officer of U.N.D. 8. The Major answered, "You cant."

"May I asky why."

"Because you dont work here anymore."

"Well, there is a notice posted on the Board, that under any or all circumstances, permission must be given one who desires to see the Commanding Officer."

"That dont apply to you, you resigned. Furthermore, we dont want you

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on the post and I am going to have you escorted to the gates."

I left the Post and from the outside called the Colonel's office by telephone and spoke to Major Zuckerman, the Adjutant. I told him all that had occurred that morning. He got in touch with Major Garten, who explained his actions, as a "misunderstanding". Major Garten then called the gate, and the order to refuse me a pass was rescinded.

I then went in to see Col. Onmer, the Commanding Officer. He was very courteous, and after I explained the difficulties that were put in my way to prevent me from seeing Major Garten, and then him, he listened to my story. He agreed with me that my actions had been justified and that I had indeed prevented bloodshed, and possible death to several men on Tuesday morning. He told me to report back Monday morning, Nov 30, 1942, and that in the meantime he would have Major Garten and Leut. Engelbeck, talk the matter over, and for me "TO BE READY TO RETURN BACK TO DUTY Monday at midnight."

Monday morning when I returned the Colonel left word for me to see Major Garten. I did. The Major said, "The Lieutenant and I talked your case over yesterday, and we decided, that since some of the members of the Guard know that you refused to take your post, we can't let you go back to work because of the effect on the Guard."

"But, Major, I didn't refuse to take my post. Sgt Tronccone admitted that to the Lieutenant."

"Well, you resigned."

"No sir, I did not. I DID say, I didn't have to stand for the language I was listening to, and rather than do so, I would resign."

"Well, you gave up your pass."

"Under the circumstances, was there anything else I could do?"

"No, under the circumstances I would probably do the same as you "

"Wasn't my long record of clean service considered. Doesn't it count?"

"No, it doesn't, but if you want any other job,--"

"Well, what you are really trying to tell me and the Patrol, that if any man has a just grievance, and gives voice to it, he will be railroaded off the job."

"Well, that is the way it is and that is the way it is going to stand."

"Since you agree that you would have done everything just as I did, I must have done everything right (and he nodded yes), but I am not satisfied, I can't see how I can be right and wrong at the same time. I intend to take this matter to Washington."

He shrugged his shoulders. I then showed my respect to Col. Onmer, by writing him and telling him what further steps I intended to take in this matter.

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I feel that the entire matter noted above has not been handled properly, fairly and justly, and is bristling with personalities. Aitho I have never, until the morning of November 24, 1942 said or done a single thing to make any man of any color or creed become dissatisfied with his job or treatment, I am being penalized for upholding a dominant American principle, proclaimed on many occasions by the President of the United States, and positively did prevent bloodshed, loss of life, and enormous damage to planes that could not have been protected from destruction during a Race Riot. I feel that this entire matter should be carefully investigated so that a reoccurrence will not take place again. I also feel that I have been made the "goat", and that in all fairness, in view of the circumstances, the facts and my long clean record of service in the guard, my case should be reconsidered and that in all fairness to myself, the Guards, I should be reinstated and returned to do duty in the Key position I held faithfully and well for nine months of my employment on the Federal Patrol.

In considering the above matter, I beg you take into consideration these outstanding facts;

1. I did not resign nor did I refuse to take my post. I was properly relieved by and with the consent of Sgt Troncone. This he admitted to Lieutenant Engelbeck.

2. As a Veteran, Citizen and man, I did refuse to be intimidated and humiliated in the presence of others by loud, abusive, offensive and profane language.

3. Sgt Troncone and Chief Perretti deliberately left other more important business and duties, to connive and attempt to prevent me from voicing my grievance to the proper authorities, while Major Garten, thru a misunderstanding as he said, also refused me that privilege.

4. The conference between Lieutenant Engelbeck and Major Garten, ordered by Col. Ohmer on Sunday, Nov 29, 1942, was prejudicial, unfair and contrary to facts;

a. The two men, the Lieutenant and Major, intimately involved in my grievances, sat as my judges and decided my fate.

b. These two men were expected to decide the fairness and justice of acts they committed, in their relations to me.

c. I was not present to deny or affirm or defend myself.

d. There was no investigation to affirm or deny impartially my allegations.

e. There was no attempt to be fair, "or Major Garten would not have told me Monday, that had he been in my place, he WOULD HAVE ACTED JUST AS I DID."

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5. Neither my clean record of nine months of service and attendance and devotion to my duties were considered.

7. In view of the facts stated above, I feel, that even if anything I have done in the above matter can be construed as a transgression of any rule, by commission or omission, the only just and fair decision, after an impartial investigation, can only be reinstatement of me to the Federal Patrol and restoration of the Post (receptionist) that I held thru all these months.

I realize that I have perhaps addressed this letter wrongly, but I feel confident it will be forwarded to the proper authority and justly and fairly investigated. All I ask is a square deal. As I close this letter, I most sincerely and emphatically affirm that I have not stated a single fact that can be proven untrue.

With Deep Respect,

Charles Eisenstein
Charles Eisenstein
309 Weequahic Ave.,
Newark, N. J.

JEWISH WAR VETERANS OF THE UNITED STATES

National Headquarters
276 Fifth Avenue



New York, N. Y.
Murray Hill 4-1389

Office of
CHARLES C. EISENSTEIN
National Chairman Emeritus
"Sons of J. W. V."
309 Weequahic Avenue
Newark, N. J.

February 8, 1943

Mr. George M. Johnson,
Asst Executive Secretary,
President's Comm. on Fair Employment Practice,
Washington, D. C.

Dear Mr Johnson;

Thank you for your letter of February 6, 1943 in answer to mine of December 19, 1942, addressed to the President.

Before taking up the matter requested of me, I should like to add several items that may be of interest to you and may help clarify the conditions existing at Newark Airport. I wish to emphasize that I made no statement in my letter of December 19, 1942, nor shall I make any statement in this letter that I am unwilling to make under the most sacred oath. My statements are absolutely true regardless of whether they may be beneficial or detrimental to my cause.

In re Paragraph 4, ^{of my letter of Dec 19-} Item I, I wish to call to your attention that the Civil Service Book describing the requisites for the position of Federal Patrolman, specifically states that the "job does not require any uniform except that of a cap or badge, to distinguish the guard from the rest of the civilian employees."

In re same paragraph, we were daily cautioned at assembly of each shift of the Guard, that any man "who failed to buy the gray uniform would be immediately dismissed". Perusal of the employment records of the Federal Patrol at the Newark Airport at this time, ^{to} the numerous "resignations" of the guards, who were unwilling or unable financially to purchase another uniform. Each man was refused to be permitted to put down on his release his "honest reason" for resigning, but was COMPELLED to put down his reason for leaving as "obtaining better job".

One man, DiMario, who was supporting not only his family, but also an invalid mother who required continual medical attention at an expense of ten to fifteen dollars each week, brought in figures of how his salary was expended to prove his absolute inability to even set aside a mere two dollars a week towards the purchase of a uniform. He was told DEFINITELY that he MUST get the uniform or "QUIT". Yet for two or three weeks he was REFUSED a release because he insisted on his right of putting in the records his honest reason for resigning, his financial inability to purchase another uniform. Eventually he was induced to put down his reason for leaving as "obtaining another job". His reason for finally surrendering was because he became tired of being called to the Newark Airport and argued with. This man, I think, is now employed by Brewster, near Newark Airport.

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JEWISH WAR VETERANS OF THE UNITED STATES

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-2-

About this same time, a wife of one of the men wrote to the Commanding Officer of Wrights Field, Dayton, Ohio in reference to the injustice of compelling the men to purchase another uniform. This letter was returned to the Newark Airport for investigation and action. Soon after, as each shift lined up for roll call, Chief Perretti told the men of the letter that had been sent to Dayton and stated "that every effort was being made to find out whose wife had sent that letter, and as soon as they did, that wife's husband would be immediately discharged, and if that man knows what is good for him, he should go up to the Chief's office and confess, because he is going to be found out anyhow." No man confessed.

Soon after this incident, a notice was put up on the Bulletin Board in Guard Headquarters, stating, "that these men who had bought the blue uniform could continue wearing them, BUT they would have to buy the GRAY UNIFORM ANYWAY."

For several weeks after this, Sgt Troncione and Chief Perretti, made the rounds of the various posts informing each man, especially those who had "good posts" that "if they did not get the new uniform they would be transferred to the bad posts."

One man brought to the Chief a report from Brown and King, New York, that they could make the uniform for \$12 to \$15, but he and the rest of us were immediately informed that all uniforms had to be purchased from K and K, regardless of how much less anyone else would charge,

When the uniforms were delivered, they were NOT according to specification. These uniforms were supposed to be provided with brass buttons embossed with the letters FP. Instead the uniform came with blank brass buttons, BUT WE WERE informed that for TWO DOLLARS we could purchase the FP buttons from a man we called "Honest John", who was instrumental in getting the contract for the uniforms, blue and gray, for K & K. Incidentally, I was one of those who purchased the FP buttons from "Honest John".

In re Paragraph 7, the man who jumped out of line calling on the men to "give it to the niggers," was Guard Turk, who later admitted he was wrong.

In re Paragraph 12, the language I objected to from Lt. Engelbeck, was that every other word from his mouth was a disgustingly obscene and profane word. Present in the office at that time with the Lieutenant and myself were Chief Perretti, Sgt Troncione and Mr Capone. Of these, Mr Capone told me that the deal I was given was "RAW" and that he was in sympathy with me and my attitude, "but that he couldn't say anything, because he would then get in wrong himself."

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-3-

Upon surrendering my pass to Lt Engelbeck, I requested permission to see his superior, Major Gartin. His answer was, "You can see the G---D--- Major or anyone else you G---D--- please, for all the good it will do you."

In re Paragraph 17, before leaving Col Ohmer, the Colonel added, "Of course you realize that a superior officer will probably side with an inferior officer, even if he is wrong, but don't worry, I believe it will be allright."

As for my charge of "Favoritism", I give you one fact of many as an example. This fact is not generally known at the Newark Airport, that Guard Vinet, the man who reported my actions at assembly on the morning of November 24, 1942, to Sgt Tronccone, is a brother-in-law of Chief Perretti. Why I mention this fact, should you so desire, I can amplify.

- - - - -

In regards to the information you request, beginning where I left off in my letter of December 19, there have been these developments.

After leaving Major Garten, I went to the paymaster to get my check for the work period of November 15 to November 30, which was then due. I was told they were ordered to withhold my check and that I was to go in and see Captain Callanan, Personnel Officer. Captain Callanan asked me to sign a release signed previously by Lt Engelbeck recommending me "For Release WITHOUT PREJUDICE." I asked the meaning of this. He said, "Well, you wanted to resign, so he is letting you resign without prejudice." I refused to sign, saying, "I did not resign and don't intend to. I'm satisfied with my job, and wrong or right, I think I am entitled to a fair impartial hearing." Well, he answered, "If you don't sign this release we can't pay you any money that is coming to you." I answered, "I'm sorry but I cannot sign. My self respect and reputation are worth more to me than any check you may give me. I intend to take this matter up with the authorities in Washington, and when they have decided this matter, then and then only will I sign any release." I did not get my check.

On December 20, 1942 I received from the Newark Airport by mail, a pay-check covering the period from November 15 to November 30th. On December 26th, I received a check for my overtime earned during that same period.

On December 27, 1942, I received a check covering the period from December 1 to December 15th, but not for any overtime for that period.

On December 29, 1942 I received a letter from Captain Callanan, advising "---you will be suspended, without pay, effective December 23, 1942. Copies of charges are attached for your information. Rebuttal charges ----- must be in not later than January 2, 1943."

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-4-

Since the letter contained NO ENCLOSURE, I called Capt. Callanan on the phone and asked what was on the enclosure that did not come. He told me, "It simply states that you are being recommended to the War Department for suspension and discharge with prejudice for refusing to take your post." I called to his attention the short time that was given to me to prepare my rebuttal. He said, "Well, if you don't get it in here before the morning of January 2nd, you will just be out of luck." Needless to say, I immediately wrote my refutation, and mailed it by Special Delivery, and it was delivered the following morning, December 30, 1942. I tell you of this incident, so that you may realize, the difficulties that were placed before me to hinder and prevent me from obtaining a fair and square deal.

I realize that I am but one of an American population of 130 million people, (and my case may be duplicated many times), but I also realize most profoundly that my 17 year old son, who only a few days after his 17th birthday enlisted in the U.S. Navy, to sacrifice his health and perhaps his very life, in a cause to preserve the four freedoms we hear so much about, but which evidently on Government Projects, have already become mere platitudes of no meaning, and are either completely ignored or continually violated. For years, as organizer, founder and National Chairman Emeritus of the National Organization of the Sons of the Jewish War Veterans of the United States I have promoted and preached to the boys and upon Public Platforms, pure unadulterated Americanism and Toleration, only to now learn that I was only talking of empty meaningless words.

Since December 1, 1942 I have been unemployed in spite of the fact that I wish to aid the war effort, for the sake of my son and my country. Due to the high handed methods of some of the officers at the Newark Airport, I am not only prohibited, but am absolutely hindered and prevented from obtaining work in any Defense Industry in any capacity, for the simple reason that I cannot present a written release "without prejudice". And this in spite of the fact that every radio station is constantly pouring forth pleas to the manpower of our Nation to participate in the War Effort.

As for other unfair discrimination, I call to your attention that those Defense Industries that previously discriminated against Jews, no longer ask of the applicant his religious belief. They are more delicate now, and in your application only ask, "What languages do you speak." If the answer is Yiddish, you are told, "we will let you know." Sometimes the procedure is varied. A man, on whom the Government maintains they spent \$ 500 to teach him welding, cannot obtain a job because he is Jewish. Recently he applied to Defense Plant, and was told when he asked whether they needed any welders. "We sure do, come on right in." Yet a few minutes later when he had filled out his application and admitted he was of the Jewish Faith, he was asked, "Say, how tall are you?" "Why, five foot three." "Oh", sorry, we can't use you, you have to be at least five seven. "However much this man is desirous of aiding the war effort in a job Uncle Sam trained him for, he is compelled to be a driver for the Dugan Bread Co., of Newark.

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-5-

I fully realize the difficulties in any investigation at the Newark Airport, for most men there, especially those who have families to support, are afraid to give honest answers to questions that may be asked of them, for fear of being discharged or having things made so unpleasant for them that they will have to leave. This has always been the case at Newark Airport, and I have only to recall the investigation that was made in about June or July, when there were complaints about favoritism, uniforms etc. I don't know what report was made of that investigation, but I do know that included in the report was the statement that Honest John was not a partner of K & K, altho there was some tie up between them, for Honest John told me distinctly that K & K owed him commission for getting them the uniform contracts and that they had failed to pay him, and that he intended to sue.

Even Mr Capone, who felt I was treated most unfairly, and advised me not to give up the fight, would I fear, be afraid to express his honest opinions for fear of, as he stated, "getting in wrong". Even the colored boys, for whom I am being made the "goat", would also probably be afraid to give information for fear of losing their jobs, for they realize how difficult it would be for them to obtain work in other Defense Industries. However, I feel that I have given you sufficient evidence of conditions at Newark Airport, and should you desire more from me, you may have same.

As yet I have not heard from the War Dept. I do not know whether my refutation was sent to them nor what disposition has been made of it. All I do know now is that I am unemployed, and cannot obtain employment in any Defense Industry, my sole reward for preventing the unnecessary death of a number of men, and perhaps irreparable damage to a number of planes parked in the hangar where we assembled on the morning of November 24, 1942.

Thank you again for your letter. I hope this matter will be cleared up so that I will not have to be the victim of enforced idleness much longer.

Should I hear from the War Department, will inform you immediately.

Respectfully,

Charles C Eisenstein
Charles C Eisenstein

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JEWISH WAR VETERANS OF THE UNITED STATES

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309 Weequahic Avenue
Newark, N. J.

February 10, 1943

Mr George M Johnson,
Asst Exec. Secy, Presidents Committee,
Washington, D.C.

Dear Mr Johnson;

Am writing this letter to acquaint you with several important facts I failed to include in both my letters now in your office, also certain information that came to my knowledge subsequent to the mailing of my letter of the 8th of February.

The first important fact, is that on the morning of November 24, 1942 when the discriminatory act took place in the hangar, neither Lt Engelbeck or any other Commissioned Officer were present in the hangar at assembly during, before or after the incident. This evidently is important as you see when this letter is completed. As a matter of fact he was not even in his office at Guard Headquarters, and I was compelled to wait almost twenty minutes for his arrival. Incidentally Chief Perretti was also NOT present

Secondly, this was not the first time at Newark Airport that discriminatory acts had taken place. Several months before, the colored boys were removed from all posts that were visible to the general public along the highway, i.e., from in front of the Administration Building, Air Corps Bldg., along the fence facing the highway, offices etc, and were given posts behind Brewster and far in the field. After many objections, complaints, resignations etc, this discrimination was stopped. Captain Thomas, then in charge of the Guard, repeatedly claimed "that he had nothing to do with the order, but that it came from higher up", meaning it came from the Commanding Officer of the Airport.

Since mailing my letter of the eighth to you, I have learned of several things that may aid you in your investigation. At my last visit to Major Gartin on the last day of November, I told him that I intended to write to Washington, and what I was going to write about. I now learn that about a week later, five white men and five colored boys were called into Major Gartin's office, and individually asked questions to contradict my story of what had taken place. One of the questions was, "You didn't think there was going to be bloodshed, did you?" asked in such a way so that each man knew, for his own sake, that he had better answer "No."

As a matter of fact, the colored boys knew for several days previous to the morning of November 24th, that they were to be segregated. Furthermore, previous to that morning, a committee of them, led by Mr Threadgill, former schoolteacher, reported the matter to the Urban League of Newark, a Negro organization fighting discrimination, and had a conference there. Furthermore, previous to that morning, the colored boys had met together somewhere away from the Airport, and had decided what action to take if they were segregated. The colored boys before assembly of the Guard that morning, gathered in small groups, were bubbling with anger, and were looking for some opportunity to beat up and

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-2-

injure Sgt Troncone, whom they felt was responsible for it all, but were restrained from doing so by the cooler heads among them. At assembly, when their names were called out, and they refused to take their posts they were even more ready to give physical vent to their anger, not only to Troncone, but any white man that might have been near them. It was ABSOLUTELY only due to the strong influence, of Threadgill, whom they appointed at their meeting to speak for them, that they were restrained, and that there was no bloodshed or riot.

Futhermore, I am reliably informed NOW, that the colored boys have NOT cooled down yet, for evidently certain things are still taking place certainly not conducive to an efficient, contented Guard.

Thesefor, irregardless of any contradictory stories, the men were intimidated to sign, these facts still stand out;

1. A discriminatory act DID take place.
2. There WAS a possibility of riot and bloodshed. (Col. Ohmer and Major Gartin, both admitted and agreed with me that the stage and conditions were POSITIVELY set, and needed only some small act, such as accidentally pushing one of the colored boys, and there would have been shooting and bloodshed.
3. That neither Chief Perretti or any Commissioned Officer were present in the hangar.
4. That the treatment of me was unfair and uncalled for by the facts of the case, and was prejudicial and strongly biased.
5. That both Sgt Troncone and Chief Perretti tried to physically prevent me from taking my grievance to our superior officer.
6. That an attempt to intimidate me and force me to sign a resignation that "I would receive no monies due me for labor performed unless I did sign a release."
7. That men were intimidated into signing contradictory stories, by being asked leading questions so that they would understand what answers they had better give.
8. No impartial honest investigation was made to uncover the true facts. There was only an attempt to whitewash and cover up.

With the above additional facts that I have given you, I feel the investigation will be carried on more intelligently. Would appreciate it you would keep me informed of the results.

Respectfully,

Charles Eisenstein
Charles Eisenstein

P.S. Both Col. Ohmer and Major Gartin distinctly told me, that "had they been in my place and under the same circumstances, they would have acted, said and done, everything exactly as I had acted said and done."



F



5 July 1944

Mr. Clarence M. Mitchell,
Associate Director of Field
Operations,
Committee on Fair Employment
Practice,
Washington, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of 26 May 1944 forwarding to this office the complaint of Mr. William A. Francis alleging that the Muskingum Repair Station, Marietta, Ohio, discriminated against him on account of his religion in his effort to secure reemployment at that station.

The report of the investigation into this complaint states as follows:

1. On 27 January 1944 Mr. William A. Francis was given a War Service Appointment (Temporary) not to exceed 30 days as Auto Mechanic's Helper at the U. S. Repair Station, Marietta, Ohio. Effective 29 February 1944 the temporary appointment as Auto Mechanic's Helper was terminated to effect his War Service Appointment (Indefinite) to the position of Guard at Lock 16, Ohio River. Due to the nature of Mr. Francis' appointment at the Marietta Repair Station he has no reemployment rights as such.

2. Mr. Ward, Foreman at the Marietta Repair Station was contacted relative to the charge contained in par. 2 of basic communication that Mr. Francis was promised reemployment at the Marietta Repair Station should the drafted Guard at Lock No. 16, Ohio River, temporarily replaced by Mr. Francis, be rejected. Mr. Ward advised that at no time, either before or after Mr. Francis' employment as Guard at Lock No. 16, Ohio River, did he promise or offer him reemployment at the Marietta Repair Station. Mr. Ward did advise that a few days after being discharged as a Guard, Mr. Francis inquired as to the possibility of reemployment at the

*at Marietta
Francis*

Marietta Repair Station and was told there were no openings at that time. Mr. Francis replied "all right" and walked away. Mr. Ward states that no mention was made at any time of Mr. Francis' religious beliefs.

3. This office (U.S. Engineer Office, Huntington, West Virginia) supports the statements of Mr. Ward as to any promises made Mr. Francis relative to reemployment at the Marietta Repair Station in that he (Mr. Ward) does not have authority to effect such reemployment. All personnel requisitions for the employment or reemployment of additional personnel are subject to the approval of the District Engineer as Employing Officer in charge of this District, and while said requisitions do not include names of the individuals considered for employment in certain classes of positions, the approval for filling the position must be granted by the Employing Officer and Mr. Ward is not in a position to anticipate the action of the Employing Officer.

In the circumstances, it appears that the charge of religious discrimination is not substantiated by the investigation.

Yours very truly,

TRUMAN K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War

5 July 1944

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Committee on Fair Employment
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Civilian Aide to the Secretary
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HEADQUARTERS, ARMY SERVICE FORCES
WASHINGTON 25, D. C.



SPGC-L
201 Francis, William A.

LIF:cwr
3 July 1944

MEMORANDUM TO THE DIRECTOR OF CIVILIAN PERSONNEL AND TRAINING,
OFFICE OF THE SECRETARY OF WAR
(Attention: Mr. Truman K. Gibson, Jr. Civilian Aide)

SUBJECT: Alleged Discrimination Practiced Against William A. Francis by the Muskingum Repair Station at Marietta, Ohio - U. S. Engineer Office, Huntington, West Virginia.

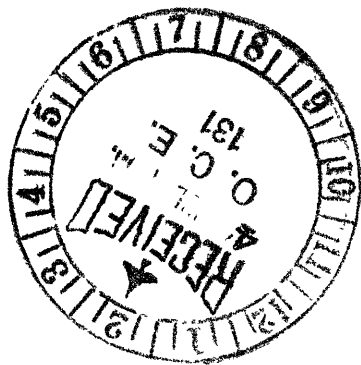
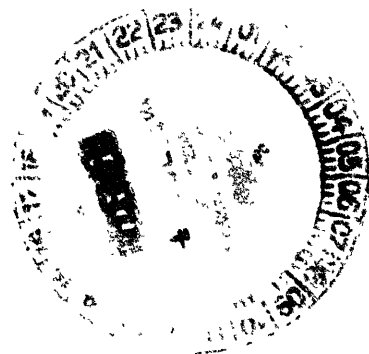
1. An investigation of the above-named case was made, and a report, contained in the attached 3rd Indorsement, was received from the Office of the Chief of Engineers.

2. Should your office feel that this report is unsatisfactory or incomplete, we shall be glad to direct a further investigation.

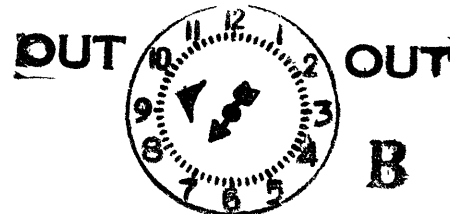
For the Director, Industrial Personnel Division:

JOHN H. OHLY
Acting Chief, Labor Branch
Industrial Personnel Division

1 Incl:
3rd Ind., 26 June 44 fr. USEO, Huntington, W. Va.,
to OCE.



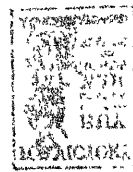
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WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.



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IND. PERS. DIV.



SPGG-L
201 Francis, William A.

LLF:cwr
3 July 1944

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For the Director, Industrial Personnel Division:

JOHN H. OHLY
Acting Chief, Labor Branch
Industrial Personnel Division

1 Incl:
3rd Ind., 26 June 44 fr. USEO, Huntington, W. Va.,
to OCE.

COPY

ORDHA 3rd Ind.
U. S. Engineer Office, Huntington 18, W. Va., 26 June 1944.

To: Office, Chief of Engineers, U. S. Army, Washington, D. C. SPEPV
(Through the Division Engineer, Ohio River Division, Columbus,
Ohio ORDVP).

1. On 27 January 1944 Mr. William A. Francis was given a War Service Appointment (Temporary) not to exceed 30 days as Auto Mechanic's Helper at the U. S. Repair Station, Marietta, Ohio. Effective 29 February 1944 the temporary appointment as Auto Mechanic's Helper was terminated to effect his War Service Appointment (Indefinite) to the position of Guard at Lock 16, Ohio River. Due to the nature of Mr. Francis' appointment at the Marietta Repair Station he has no reemployment rights as such.

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/s/ Harry Pockras
HARRY POCKRAS,
Lt. Col., Corps of Engineers,
District Engineer

1 Inclosure: n/c

9 June 1944

**MEMORANDUM FOR: The Director of the Industrial Personnel Division
Army Service Forces**

1. Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice, alleging that William A. Francis, a former employee of the Muskingum Repair Station, Marietta, Ohio, which is under the United States Engineers Office at Huntington, West Virginia, was discriminated against on account of his religion in his effort to secure re-employment at that station. Mr. Francis is a Jehovah's Witness.

2. May this office have a report on the facts in this case.

Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War

*Copy
TX*

9 June 1944

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(Truman)

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

WASHINGTON, D. C.

*June 6, 1944 - Clarence Mitchell said
he would have Regional Representative make
informal contact + get additional information.
May 26, 1944
L.R.H.*

Mr. Truman K. Gibson, Jr.
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Re: 5-BC-347

Dear Mr. Gibson:

The regional office of the President's Committee on Fair Employment Practice in Cleveland, Ohio, has forwarded to this office a complaint of one William A. Francis against the United States Engineer office, Huntington, West Virginia, re the Muskingum Repair Station, Marietta, Ohio.

The complainant charges that he was formerly employed at the said repair station as an auto mechanic's helper. He claims also that he is highly qualified for this work and that his work there was praised by officials in charge. On February 29, 1944, the complainant left the Repair Station to accept a Civil Service appointment as a guard at Lock #16 on the Ohio River to replace a guard who was to be drafted. Before leaving the Repair Station, Mr. Francis was promised by a Mr. Ward (an official at the Repair Station) that, should the drafted guard be rejected by the army and return to his position at Lock #16, Mr. Francis would be rehired at the Repair Station, so the complaint alleges.

It so happened that the drafted guard was rejected by the Army. Mr. Francis then attempted to return to work at the Repair Station. He was refused re-employment there, and he alleges that he was refused solely because of his religious beliefs - - which are those of a Jehovah's Witness. It seems that both the Repair Station and Lock #16 are under the War Engineers, Huntington, West Virginia. His complaint concerns the refusal of the Muskingum Repair Station, Marietta,



- 2 -

Ohio, to rehire; it does not concern his dismissal from the guard position at Ohio River Lock #16.

It will be appreciated if you will undertake an immediate investigation of this matter and send us a report.

Sincerely yours,

Clarence M. Mitchell

Clarence M. Mitchell
Associate Director of
Field Operations

16 November 1943

Mr. George M. Johnson,
Deputy Chairman,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Johnson:

Reference is made to your letter of 23 August 1943 forwarding to this office the complaint of Miss Margaret D. Frazier alleging that race discrimination had been practiced against her in her effort to secure appointment and training as a Mechanic Learner at Brookley Air Field, Mobile, Alabama.

According to the report of the investigation conducted in this connection, Miss Frazier applied for the position and was given the regulation Army Mechanical Aptitude Test required of all applicants. Miss Frazier did not pass this test, and as a result she was not given an appointment.

It is noted in the report that on April 7, 1943, Miss Frazier applied for work and was employed as a Jr. Laborer, at \$1080 per annum, plus overtime, and was assigned to the Depot Utilities Branch of Headquarters. There were no vacancies for Mechanic Learners at that time.

In the month of May, however, vacancies developed in the Mechanic Learner School and the Depot Utilities Officer was requested to release Miss Frazier to Post Schools. The release was granted and Miss Frazier was given the Mechanic Learner Test, which she passed. She was released on May 16, 1943, to be a Mechanic Learner and put in Post Schools for training.

Miss Frazier completed her training and is now assigned to Engine Repair Branch of Maintenance Division as General Mechanic Helper, \$1500 per annum plus overtime. The reclassification to General Mechanic Helper was made effective September 1, 1943.

Yours very truly,

Truman K. Gibson, Jr.
Civilian Aide to the Secretary
of War

W/T/P

Kent

**WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.**

November 12, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary of War.

1. This is in further reference to your memorandum of September 20, 1943 relative to complaint of Miss Margaret D. Frazier who alleged that discrimination was practiced against her in her effort to secure appointment and training as a Mechanic Learner at Brookley Air Field, Mobile, Alabama.
2. According to the report of the investigation conducted in this connection, Miss Frazier applied for the position and was given the regulation Army Mechanical Aptitude Test required of all applicants. Miss Frazier did not pass this test, and as a result she was not given an appointment.
3. It is noted in the report that on April 7, 1943, Miss Frazier applied for work and was employed as a Jr. Laborer, at \$1080 per annum, plus overtime, and was assigned to the Depot Utilities Branch of Headquarters. There were no vacancies for Mechanic Learners at that time.
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5. Miss Frazier completed her training and is now assigned to Engine Repair Branch of Maintenance Division as General Mechanic Helper, \$1500 per annum plus overtime. The reclassification to General Mechanic Helper was made effective September 1, 1943.

For the Director of Civilian Personnel and Training:

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



vdm/crp

November 12, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary of War.

1. This is in further reference to your memorandum of September 20, 1943 relative to complaint of Miss Margaret D. Frazier who alleged that discrimination was practiced against her in her effort to secure appointment and training as a Mechanic Learner at Brookley Air Field, Mobile, Alabama.
2. According to the report of the investigation conducted in this connection, Miss Frazier applied for the position and was given the regulation Army Mechanical Aptitude Test required of all applicants. Miss Frazier did not pass this test, and as a result she was not given an appointment.
3. It is noted in the report that on April 7, 1943, Miss Frazier applied for work and was employed as a Jr. Laborer, at \$1080 per annum, plus overtime, and was assigned to the Depot Utilities Branch of Headquarters. There were no vacancies for Mechanic Learners at that time.
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5. Miss Frazier completed her training and is now assigned to Engine Repair Branch of Maintenance Division as General Mechanic Helper, \$1500 per annum plus overtime. The reclassification to General Mechanic Helper was made effective September 1, 1943.

For the Director of Civilian Personnel and Training:

J. H. Mason, Chief
Employee Relations Branch

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.

October 12, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. This will acknowledge your memorandum dated September 20, 1943 forwarding a copy of a letter from the President's Committee on Fair Employment Practice, alleging that race discrimination was practiced against Miss Margaret D. Frazier in her effort to secure appointment and training as a Mechanic Learner at Brookley Air Field, Mobile, Alabama.

2. Inasmuch as this office is not fully informed of all the facts in her case, this matter is being investigated and a further report will be made to you when the necessary reports are received in this office.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



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ma/crp

October 12, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. This will acknowledge your memorandum dated September 20, 1943 forwarding a copy of a letter from the President's Committee on Fair Employment Practice, alleging that race discrimination was practiced against Miss Margaret D. Frazier in her effort to secure appointment and training as a Mechanic Learner at Brookley Air Field, Mobile, Alabama.

2. Inasmuch as this office is not fully informed of all the facts in her case, this matter is being investigated and a further report will be made to you when the necessary reports are received in this office.

J. H. Mason, Chief
Employee Relations Branch

20 September 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice alleging that race discrimination was practiced against Miss Margaret D. Frazier in her effort to secure appointment and training as a Mechanic Learner at Brookley Air Field, Mobile, Alabama.

May this office have a report of the facts in this case in order that it may be determined whether there has been any violation of Executive Order 9346 in the administration of the Mechanic Learner Training Program at Brookley Field.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

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EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C. 25

August 23, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

The President's Committee on Fair Employment Practice received a letter dated June 9 from Mr. William C. Hull, Executive Assistant, Civil Service Commission. This letter stated that Miss Margaret D. Frazier, Route 1, Box 827 Cedar PX Road, Mobile, Alabama, had not been admitted to a course for Mechanic Learners given in the Murphy High School at Mobile for Brookley Field. Miss Frazier was refused admission because the school is for whites only. It appears that a similar course is being offered at the Tuskegee Institute in Alabama, but Miss Frazier was not sent to the Tuskegee location. The following is the explanation given by the Commanding Officer at Brookley Field according to the Civil Service Commission:

"In the report obtained from the Commanding Officer at Brookley Field in regard to the consideration given to Miss Frazier, he referred to the training school for Negro Mechanic Learners at Tuskegee Institute, Tuskegee, Alabama, stating that Negro applicants were trained there for filling vacancies in the Tuskegee Sub-Depot, but that there was a sufficient supply of local labor in that area."

On July 2, the Committee wrote to the attention of Dr. L. S. Hawkins, Director of Vocational Training for War Production Workers, United States Office of Education. Dr. Hawkins was asked to state whether the course for Mechanic Learners at Murphy High School was under the direction of his office, and if it was, what steps were being taken to make available this type of instruction for Negro applicants. Dr. Hawkins replied on July 7. He stated the locations of the three training centers in the State of Alabama which give this type of instruction were chosen by the Air Service Command and not by the State Directors of Vocational Training for War Production Workers.



Mr. Truman K. Gibson, Jr.

-2-

August 23, 1943

In view of the fact that Miss Frazier was denied the training and apparently the Commanding Officer at Breckley Field believed a sufficient supply of local labor was in the Tuskegee area, it appears that a qualified and needed worker was refused training solely because of her race. An investigation and report on this matter by your office will be appreciated.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Chairman

14 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Johnson:

With reference to the case of Miss Florence Ford who alleged that racial discrimination was practiced against her by the Chicago Chemical Warfare Service Procurement District Office at 20 North Wacker Drive, Chicago, Illinois, you are informed that the Office of the Chief of Chemical Warfare Service has submitted the following facts in connection with her complaint:

The name of Florence Ford appeared on a certificate of the seventh Civil Service Region (Certificate 7886-WSR of June 27, 1942). The certificate shows that Miss Ford was eligible for transfer under Regulation IX, but that she "failed to reply" to letter of inquiry sent from the Chicago District Office.

The Chicago C. W. Procurement District, Chicago, Illinois, employs approximately fifty civilian employees in its headquarters office at 20 North Wacker Drive, Chicago, Illinois. Of the fifty employees, five are colored, classified as follows: 1 clerk, 3 clerk-typists, 1 messenger. It might be added that the Chicago C. W. Procurement District is entirely satisfied with the performance of its colored personnel and is contemplating further colored employment when vacancies can be filled with suitable applicants.

Yours very truly,

Louis R. Lautier,
Senior Administrative Assistant,
Office, Civilian Aide to the Secretary
of War.

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14 July 1943

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Assistant Executive Secretary,
President's Committee on
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Tenth and U Streets, N. W.,
Washington, D. C.

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Yours very truly,

Louis R. Lautier,
Senior Administrative Assistant,
Office, Civilian Aide to the Secretary
of War.

WAR DEPARTMENT
ARMY SERVICE FORCES
WASHINGTON

SPGC-L
201 Ford, Florence

1 July 1943

MEMORANDUM TO THE DIRECTOR OF CIVILIAN PERSONNEL AND TRAINING,
OFFICE OF THE SECRETARY OF WAR
(Attention: Acting Civilian Aide, Mr. Truman K. Gibson, Jr.)

Subject: Alleged Discrimination Against Miss Florence Ford
by the Chicago Chemical Warfare Service Procurement
District Office at 20 N. Wacker Drive.

1. In order to clear up this old case, which came to the President's Committee during the early part of 1942, this office was requested by telephone to secure current information in reference to the number of Negroes employed by the above-mentioned office.

2. The Office of the Chief of Chemical Warfare Service submits the following facts in connection with the above complaint:

a. The name of Florence Ford appeared on a certificate of the seventh Civil Service Region (Certificate 7886-WSR of June 27, 1942). The certificate shows that Miss Ford was eligible for transfer under Regulation IX, but that she "failed to reply" to letter of inquiry sent from the Chicago District Office.

b. The Chicago C. W. Procurement District, Chicago, Illinois, employs approximately fifty civilian employees in its headquarters office at 20 North Wacker Drive, Chicago, Illinois. Of the fifty employees, five are colored, classified as follows: 1 clerk, 3 clerk-typists, 1 messenger. It might be added that the Chicago C. W. Procurement District is entirely satisfied with the performance of its colored personnel and is contemplating further colored employment when vacancies can be filled with suitable applicants.

For the Director, Industrial Personnel Division:

John E. O'Gara
JOHN E. O'GARA
Colonel, General Staff Corps
Chief, Labor Branch
Industrial Personnel Division

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WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

ARMY SERVICE FORCES

SPGC-L
201 Ford, Florence

1 July 1943

MEMORANDUM TO THE DIRECTOR OF CIVILIAN PERSONNEL AND TRAINING,
OFFICE OF THE SECRETARY OF WAR
(Attention: Acting Civilian Aide, Mr. Truman K. Gibson, Jr.)

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For the Director, Industrial Personnel Division:

JOHN E. O'GARA
Colonel, General Staff Corps
Chief, Labor Branch
Industrial Personnel Division

3 November 1943

Mr. George M. Johnson
Deputy Chairman
President's Committee on Fair
Employment Practice
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

Further reference is made to your letter of 8 June 1943, in which you requested a further investigation into the complaint of Miss Grayce Fowler, who alleged that race discrimination was practiced against her in her effort to secure employment as a Clerk-Typist at the Strother Army Air Base near Winfield, Kansas. This office has now received a supplemental report which states as follows:

After the first interview with Miss Fowler, the Strother Army Air Base received a letter from her employer dated November 24, 1942, stating that she was not interested in working at the Army Air Base at that time. Miss Fowler was certified on the Civil Service Register to them for the month of October and has not been certified on any register since that date. She has not contacted the Personnel Section at that Base since this interview.

An inquiry as to Availability, Form 1992 CSC, was sent to Miss Fowler on September 8, 1943, since there was an opening at the Strother Army Air Base at that time. A reply was received from her which was unsigned, and stated that she was available. She was called and told to report for duty on September 18, 1943, and she agreed to report. Miss Fowler wrote a letter to the Base, which they received on September 15, 1943, stating that she would be unable to report for the interview on Saturday and that they should remove her name from the Eligibility List until she notified them further.

The Strother Army Air Base mailed a letter of Inquiry as to Availability to Miss Fowler on September 8, 1943, than a follow-up letter on September 11, 1943, and

Mr. George M. Johnson
3 November 1943

Page - 2 -

a telephone call was made to her on the fourteenth in an attempt to get her to the Post for an interview. In view of the above facts, it is our belief that every possible effort has been made by this base to employ Miss Fowler.

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

3 November 1943

Mr. George M. Johnson
Deputy Chairman
President's Committee on Fair
Employment Practice
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

Further reference is made to your letter of 8 June 1943, in which you requested a further investigation into the complaint of Miss Grayce Fowler, who alleged that race discrimination was practiced against her in her effort to secure employment as a Clerk-Typist at the Strother Army Air Base near Winfield, Kansas. This office has now received a supplemental report which states as follows:

After the first interview with Miss Fowler, the Strother Army Air Base received a letter from her employer dated November 24, 1942, stating that she was not interested in working at the Army Air Base at that time. Miss Fowler was certified on the Civil Service Register to them for the month of October and has not been certified on any register since that date. She has not contacted the Personnel Section at that Base since this interview.

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Mr. George M. Johnson
3 November 1943

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Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.

October 16, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary of War.

1. This is in further reference to your memorandum of July 3, 1943 concerning the complaint of Miss Crayce Fowler, alleging that racial discrimination was practiced against her in her effort to secure employment as Clerk-Typist at the Strother Army Air Base near Winfield, Kansas.
2. According to a report received in this office, after the first interview with Miss Fowler, the Strother Army Air Base received a letter from her employer dated November 24, 1942 stating that she was not interested in working at the Army Air Base at that time. Miss Fowler was certified on the Civil Service Register to them for the month of October and has not been certified on any register since that date. She has not contacted the Personnel Section at that Base since this interview.
3. An Inquiry as to Availability, Form 1992 CSC, was sent to Miss Fowler on September 8, 1943, since there was an opening at the Strother Army Air Base at that time. A reply was received from her which was unsigned, and stated that she was available. She was called and told to report for duty on September 18, 1943 and she agreed to report. Miss Fowler wrote a letter to the Base, which they received on September 15, 1943, stating that she would be unable to report for the interview on Saturday and that they should remove her name from the Eligibility List until she notified them further.
4. The Strother Army Air Base mailed a letter of Inquiry as to Availability to Miss Fowler on September 8, 1943 then a follow-up letter on September 11, 1943, and a telephone call was made to her on the fourteenth in an attempt to get her to the Post for an interview. In view of the above facts, it is our belief that every possible effort has been made by this Base to employ Miss Fowler.



J. H. Mason
J. H. Mason, Chief
Employee Relations Branch

ms/crp

October 16, 1945.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary of War.

1. This is in further reference to your memorandum of July 5, 1945 concerning the complaint of Miss Grayce Fowler, alleging that racial discrimination was practiced against her in her effort to secure employment as Clerk-Typist at the Strother Army Air Base near Winfield, Kansas.
2. According to a report received in this office, after the first interview with Miss Fowler, the Strother Army Air Base received a letter from her employer dated November 24, 1943 stating that she was not interested in working at the Army Air Base at that time. Miss Fowler was certified on the Civil Service Register to them for the month of October and has not been certified on any register since that date. She has not contacted the Personnel Section at that Base since this interview.
3. An Inquiry as to Availability, Form 1992 CSC, was sent to Miss Fowler on September 8, 1945, since there was an opening at the Strother Army Air Base at that time. A reply was received from her which was unsigned, and stated that she was available. She was called and told to report for duty on September 18, 1945 and she agreed to report. Miss Fowler wrote a letter to the Base, which they received on September 15, 1945, stating that she would be unable to report for the interview on Saturday and that they should remove her name from the Eligibility List until she notified them further.
4. The Strother Army Air Base mailed a letter of Inquiry as to Availability to Miss Fowler on September 8, 1945 then a follow-up letter on September 11, 1945, and a telephone call was made to her on the fourteenth in an attempt to get her to the Post for an interview. In view of the above facts, it is our belief that every possible effort has been made by this Base to employ Miss Fowler.

**J. H. Mason, Chief
Employee Relations Branch**

3 November 1943

Senator Arthur Capper
Senate Office Building
Washington, D. C.

Dear Senator Capper:

On 3 December 1943, you forwarded to Judge William H. Hastie, who was then the Civilian Aide to the Secretary of War, a letter from Miss Grayce Fowler, 1611 South Menor Street, Winfield, Kansas, with respect to the circumstances surrounding her application for appointment as a Clerk-Typist at the Strother Army Air Base near Winfield, Kansas.

Under date of 15 June 1943, Judge Hastie wrote you that the facts stated in Miss Fowler's letter had been found to be true and that she had been tendered an offer of appointment but declined it because she did not wish to leave her position with the Cowley County Social Welfare Board.

Under date of 8 June 1943, the President's Committee on Fair Employment Practice forwarded this office a copy of a letter from Miss Fowler in which she denied that she had been tendered an offer of appointment at any time since her interview on 14 November 1942. This case thereafter was reopened and this office is now in receipt of a supplemental report in which it is stated as follows:

After the first interview with Miss Fowler, the Strother Army Air Base received a letter from her employer dated November 24, 1942, stating that she was not interested in working at the Army Air Base at that time. Miss Fowler was certified on the Civil Service Register to them for the month of October and has not been certified on any register since that date. She has not contacted the Personnel Section at that Base since this interview.

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Senator Arthur Capper
3 November 1943

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The Strother Army Air Base mailed a letter of Inquiry as to Availability to Miss Fowler on September 8, 1943, then a follow-up letter on September 11, 1943, and a telephone call was made to her on the fourteenth in an attempt to get her to the Post for an interview. In view of the above facts, it is our belief that every possible effort has been made by this Base to employ Miss Fowler.

From this report it appears that every possible effort has been made to correct the discriminatory treatment of Miss Fowler at the time of her original interview.

I am inclosing an additional copy of this letter which you may wish to forward to Miss Fowler.

Yours very truly,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

3 November 1943

Senator Arthur Capper
Senate Office Building
Washington, D. C.

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Senator Arthur Capper
3 November 1943

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From this report it appears that every possible effort has been made to correct the discriminatory treatment of Miss Fowler at the time of her original interview.

I am inclosing an additional copy of this letter which you may wish to forward to Miss Fowler.

Yours very truly,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

24 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Johnson:

Your request that the case of Miss Grayce Fowler be reopened and that the Commanding Officer at Strother Army Air Base be requested to offer Miss Fowler an appointment has been referred to the Director of Civilian Personnel and Training. As soon as a report is received in this matter, you will be advised.

Yours very truly,

LOUIS R. LAUTIER,
Senior Administrative Assistant,
Office, Civilian Aide to the Secretary
of War.

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Same

24 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

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LOUIS R. LAUTIER,
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of War.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C. 25

July 21, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

On June 8, 1943, we referred to you the case of Miss Grayce Fowler versus the Strother Army Air Base and requested that an offer of appointment be made to Miss Fowler by the Base in view of the discrimination which was practiced against her. As yet, we have not received a reply from you on this matter.

It is requested that we be informed of whatever action is being taken by the War Department in this matter so that our records may be complete.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant to the Chairman



July 21, 1945

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

On June 8, 1945, we referred to you the case of Miss Grayce Fowler versus the Strother Army Air Base and requested that an offer of appointment be made to Miss Fowler by the Base in view of the discrimination which was practiced against her. As yet, we have not received a reply from you on this matter.

It is requested that we be informed of whatever action is being taken by the War Department in this matter so that our records may be complete.

Sincerely yours,

George M. Johnson
Assistant to the Chairman

3 July 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice a request for a further investigation into the complaint of Miss M. Grayce Fowler who alleged that racial discrimination was practiced against her in her effort to secure employment as a Clerk-Typist at the Strother Army Air Base near Winfield, Kansas.

Under date of January 12, 1943, you submitted a report on this complaint in which it was stated that Miss Fowler was tendered an offer of appointment but declined it because she did not desire to leave the position she had with the Cowley County Social Welfare Board. The then Civilian Aide to the Secretary of War so advised Senator Arthur Capper who had requested the investigation.

The Committee now advises that the Civil Service Commission has also investigated this complaint and its report as well as Judge Hastie's letter to Senator Capper, which was based upon your report to this office, confirmed Miss Fowler's allegation of racial discrimination. Moreover, the Committee furnished this office with a copy of a letter from Miss Fowler dated May 21, 1943, in which she denies that she has been tendered an offer of appointment at Strother Field at any time since her interview. A copy of said letter is attached hereto.

The Committee requests that this matter be reopened and that the Commanding Officer at the field be requested to offer Miss Fowler an appointment "so that the discrimination which she suffered in violation of Executive Order 8802 and of administrative orders of the War Department may be partly recompensed". May this request be carried out?

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

*Take this out of
P.C. 7-5 v. P. H.
with this in
copy. F.*

3 July 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice a request for a further investigation into the complaint of Miss M. Grayce Fowler who alleged that racial discrimination was practiced against her in her effort to secure employment as a Clerk-Typist at the Strother Army Air Base near Winfield, Kansas.

Under date of January 12, 1943, you submitted a report on this complaint in which it was stated that Miss Fowler was tendered an offer of appointment but declined it because she did not desire to leave the position she had with the Cowley County Social Welfare Board. The then Civilian Aide to the Secretary of War so advised Senator Arthur Capper who had requested the investigation.

The Committee now advises that the Civil Service Commission has also investigated this complaint and its report as well as Judge Hastie's letter to Senator Capper, which was based upon your report to this office, confirmed Miss Fowler's allegation of racial discrimination. Moreover, the Committee furnished this office with a copy of a letter from Miss Fowler dated May 21, 1943, in which she denies that she has been tendered an offer of appointment at Strother Field at any time since her interview. A copy of said letter is attached hereto.

The Committee requests that this matter be reopened and that the Commanding Officer at the field be requested to offer Miss Fowler an appointment "so that the discrimination which she suffered in violation of Executive Order 8802 and of administrative orders of the War Department may be partly recompensed". May this request be carried out?

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C. 25

June 8, 1943

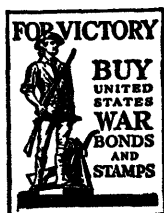
Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This letter is in reference to the case of Miss F. Grayce Fowler of Winfield, Kansas, versus the Strother Army Air Base, which was submitted to your office by Senator Arthur Capper of Kansas and on which Judge Hastie reported to Senator Capper under date of January 15, 1943.

Miss Fowler has submitted to this office a complete dossier of correspondence on this case. An investigation into Miss Fowler's complaint was also made by the United States Civil Service Commission and was reported on under date of May 1, 1943. Both Judge Hastie's letter to Senator Capper and the report of the Civil Service Commission confirm the allegation of Miss Fowler. In addition, Judge Hastie reported that Miss Fowler was contacted but did not desire to leave her present position to accept a position at the Strother Army Air Field. I am enclosing herewith a copy of a recent communication from Miss Fowler, in which she states that she has at no time been contacted concerning a position at Strother Field since she appeared there for an interview and the alleged discrimination occurred.

It is requested, then, that this matter be reopened and that the Commanding Officer at the Field be requested to make an offer of appointment to Miss Fowler so that the discrimination which she suffered in violation of Executive Order 8802 and of administrative orders of the War Department may be



Mr. Truman K. Gibson

-2-

June 8, 1943

partly recompensed. Will you kindly advise this office of whatever action is taken on this matter?

Sincerely yours,

George E. Johnson

George E. Johnson
Assistant Executive Secretary

Enclosure

June 8, 1945

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This letter is in reference to the case of Miss M. Grayce Fowler of Winfield, Kansas, versus the Strother Army Air Base, which was submitted to your office by Senator Arthur Capper of Kansas and on which Judge Hastie reported to Senator Capper under date of January 15, 1945.

Miss Fowler has submitted to this office a complete dossier of correspondence on this case. An investigation into Miss Fowler's complaint was also made by the United States Civil Service Commission and was reported on under date of May 1, 1945. Both Judge Hastie's letter to Senator Capper and the report of the Civil Service Commission confirm the allegation of Miss Fowler. In addition, Judge Hastie reported that Miss Fowler was contacted but did not desire to leave her present position to accept a position at the Strother Army Air Field. I am enclosing herewith a copy of a recent communication from Miss Fowler, in which she states that she has at no time been contacted concerning a position at Strother Field since she appeared there for an interview and the alleged discrimination occurred.

It is requested, then, that this matter be reopened and that the Commanding Officer at the Field be requested to make an offer of appointment to Miss Fowler so that the discrimination which she suffered in violation of Executive Order 8808 and of administrative orders of the War Department may be

Mr. Truman K. Gibson

-2-

June 8, 1945

partly recompensed. Will you kindly advise this office of whatever action is taken on this matter?

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosure

December 7, 1942

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Senator Arthur Capper requested that the War Department investigate and take such action as may be appropriate in the case of the attached complaint of Miss M. Grayce Fowler of Winfield, Kansas, charging racial discrimination in connection with her application for appointment as a Clerk-Typist at the Army Basic Flying Field located near Winfield, Kansas. Miss Fowler's letter to Senator Capper is enclosed herewith.

May this matter be investigated as promptly as possible. If the facts are as alleged, it is desirable that the War Department be able to advise Senator Capper that steps have been taken for the placement of Miss Fowler.

Civilian Aide to the Secretary
of War

Handwritten:
Capped
PCFS

December 7, 1942

Senator Arthur Capper
United States Senate
Washington, D. C.

Dear Senator Capper:

I have received your letter of December 3, enclosing
the complaint of Miss M. Grapes Fowler of Winfield, Kansas.

You will be advised as soon as the matter can be in-
vestigated.

Sincerely yours,

Civilian Aide to the Secretary
of War

December 7, 1942

Senator Arthur Capper
United States Senate
Washington, D. C.

Dear Senator Capper:

I have received your letter of December 3, enclosing the complaint of Miss M. Gracie Fowler of Winfield, Kansas.

You will be advised as soon as the matter can be investigated.

Sincerely yours,

Civilian Aide to the Secretary
of War

ELLISON D. SMITH, S. C., CHAIRMAN
BURTON K. WHEELER, MONT.
ELMER THOMAS, OKLA.
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ARTHUR CAPPER, KANS.
HENRIK SHIPSTEAD, MINN.
RAYMOND E. WILLIS, IND.
GEORGE D. AIKEN, VT.

United States Senate

COMMITTEE ON
AGRICULTURE AND FORESTRY

December 3, 1942

Judge William A. Hastie
Office of the Under Secretary of War
Washington, D. C.

Dear Judge Hastie:

I enclose a letter I have received from Miss M. Grayce Fowler of Winfield, Kansas with respect to the circumstances surrounding her application for a position as clerk-typist at the Basic Flying Field located near Winfield and Arkansas City, Kansas.

It will be noted that while she did seem to be qualified for the position, she was advised that she could not be appointed because of her color. This would seem to constitute discrimination against this young woman on the grounds that she is a negro. I wrote Miss Fowler that I would bring her case to your attention, and I shall appreciate any action that you may be able to take in connection with it.

Very respectfully,

Arthur Capper

1611 South Menor Street
Winfield, Kansas
November 15, 1942

Senator Arthur Capper
Senate Chambers
Washington, D. C.

Dear Sir: I am writing you to see if you can help me. Some months ago I took a Civil Service Examination for Clerk and Typist. Later I received my rating stating that I was eligible for a position at the salary of \$1440.00 per annum. This was in the Field Service. On October 6, 1942, I received a letter from one Lt. Col. J.F. Carroll, Commander of the AAF Basic Flying Field located near Winfield, Kansas, asking me if I was available for employment at this field. I answered this letter and advised Lt. Col. Carroll that I would accept employment. On November 13, 1942, I received a phone call from a Lt. Stice, stationed at the Army Air Field asking me to come to the field on Saturday afternoon November 14, 1942, for an interview. This I did. When I made myself known to Lt. Stice, he asked my nationality. I told him I was colored. Then he stated to me that he had no place he could use me because of my color.

When I made application to the U.S. Civil Service Commission to take the examination I remember no clause barring from employment if I passed the examination and met the requirements, which were that I must have reached my 18 birthday and not passed 45 years of age and a citizen of the United States.

I feel that I have been done an injustice by the U.S. Government by discriminating against me because of my color. Even Mexicans are employed and I am a citizen of this Country and know nothing about no other Country. Now I am asking that you look into this matter for me since you are my Senator and are in a position to know about such things.

I will appreciate anything you may do for me.
Thanking you very much for your consideration and hoping to hear from you within a few days.

Yours truly,

/s/ M. Grayce Fowler

January 15, 1943

Senator Arthur Capper
United States Senate
Washington, D. C.

Dear Senator Capper:

Reference is made to your letter of December 3, submitting the complaint of Miss M. Grayce Fowler of Winfield, Kansas with respect to the circumstances surrounding her application for appointment as Clerk-Typist at the Army Air Base located near Winfield, Kansas. The matter has been investigated and the findings are as follows:

"The facts as stated in Miss Fowler's letter to Senator Capper are true. At the time of the incident that station was just being organized and only a few of the officers had arrived. The interviewer was not thoroughly familiar with Civil Service Rules and Regulations and his statement to Miss Fowler in no way expresses the policy of that station. He has since been relieved from that position.

"After the incident Miss Fowler was contacted but she stated that she did not desire to leave her present position with the Cowley County Social Welfare Board to accept a position at the Strother Army Air Field."

I believe the report indicates that all proper steps have been taken to correct the discriminatory treatment of Miss Fowler at the time of her original interview.

I am sending you an additional copy of this letter which you may wish to forward to Miss Fowler.

Thank you for calling the case to our attention.

With best wishes, I remain

Sincerely yours,

Civilian Aide to the Secretary
of War

Handwritten:
Landed
PC #S

January 15, 1943

Senator Arthur Capper
United States Senate
Washington, D. C.

Dear Senator Capper:

Reference is made to your letter of December 3, submitting the complaint of Miss M. Grayce Fowler of Winfield, Kansas with respect to the circumstances surrounding her application for appointment as Clerk-Typist at the Army Air Base located near Winfield, Kansas. The matter has been investigated and the findings are as follows:

"The facts as stated in Miss Fowler's letter to Senator Capper are true. At the time of the incident that station was just being organized and only a few of the officers had arrived. The interviewer was not thoroughly familiar with Civil Service Rules and Regulations and his statement to Miss Fowler in no way expresses the policy of that station. He has since been relieved from that position.

"After the incident Miss Fowler was contacted but she stated that she did not desire to leave her present position with the Cowley County Social Welfare Board to accept a position at the Strother Army Air Field."

I believe the report indicates that all proper steps have been taken to correct the discriminatory treatment of Miss Fowler at the time of her original interview.

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Thank you for calling the case to our attention.

With best wishes, I remain

Sincerely yours,

Civilian Aide to the Secretary
of War

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

14-13
January 12, 1943

MEMORANDUM TO: The Civilian Aide to the Secretary of War

1. In reference to your memorandum of December 7, 1943, relative to the alleged discrimination practiced against Miss Grayce Fowler, in connection with her application for appointment at the Army Base Flying Field, located near Winfield, Kansas, this office submits the following report.

a The facts as stated in Miss Fowler's letter to Senator Capper are true. At the time of the incident that station was just being organized and only a few of the officers had arrived. The interviewer was not thoroughly familiar with Civil Service Rules and Regulations and his statement to Miss Fowler in no way expresses the policy of that station. He has since been relieved from that position.

b After the incident Miss Fowler was contacted but she stated that she did not desire to leave her present position with the Cowley County Social Welfare Board to accept a position at the Strother Army Air Field.

2. We trust that the Civilian Aide to the Secretary of War will advise Senator Capper that Miss Fowler was offered an appointment.

[Signature]
H. Mason, Chief
Employee Relations Branch



ms/kva

January 12, 1943

MEMORANDUM TO: The Civilian Aide to the Secretary of War

1. In reference to your memorandum of December 7, 1943, relative to the alleged discrimination practiced against Miss Grayce Fowler, in connection with her application for appointment at the Army Base Flying Field, located near Winfield, Kansas, this office submits the following report.

a The facts as stated in Miss Fowler's letter to Senator Capper are true. At the time of the incident that station was just being organized and only a few of the officers had arrived. The interviewer was not thoroughly familiar with Civil Service Rules and Regulations and his statement to Miss Fowler in no way expresses the policy of that station. He has since been relieved from that position.

b After the incident Miss Fowler was contacted but she stated that she did not desire to leave her present position with the Cowley County Social Welfare Board to accept a position at the Strother Army Air Field.

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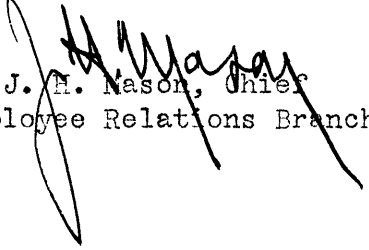
J. H. Mason, Chief
Employee Relations Branch

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

December 16, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. Reference is made to your memorandum of December 7, 1942, concerning Miss M. Gracye Fowler, who alleged discrimination was practiced against her in her effort to secure employment at the AAF Basic Air Field, Winfield, Kansas.
2. This is to inform you that the matter has been forwarded to the proper office of the Department. A reply in this connection will be made to you at a later date.


J. H. Mason, Chief
Employee Relations Branch



*Carroll
PCFS*

ms/cva

December 16, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. Reference is made to your memorandum of December 7, 1942, concerning Miss M. Graeye Fowler, who alleged discrimination was practiced against her in her effort to secure employment at the AAF Basie Air Field, Winfield, Kansas.

2. This is to inform you that the matter has been forwarded to the proper office of the Department. A reply in this connection will be made to you at a later date.

J. H. Mason, Chief
Employee Relations Branch

26 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

Dear Mr. Johnson:

On May 24, 1943, you forwarded to this office a copy of a letter addressed to Mrs. Roosevelt by Mrs. Mattie Lee Godbold in which she alleged that racial discrimination was practiced against her in her effort to secure employment as an Assistant Clerk-Stenographer in the Quartermaster Depot in Chicago.

The report of the investigation into this complaint states as follows:

The Navy Liaison Office, although using the facilities of the Quartermaster Depot Subsistence Laboratory, functions independently and is under the jurisdiction of the Navy Department. All personnel are hired directly by the Navy Liaison Officer and have no connection with the Placement Branch of the Chicago Quartermaster Depot. Information submitted to this office, however, indicates that the Liaison Officer concerned secured a list of eligible personnel from the Civil Service representative at that Depot. The eligibles were instructed to call the Liaison office for appointments.

The employee with whom Mrs. Godbold claims to have conversed concerning her employment has resigned and is no longer in that office. Due to the technical nature of the work in that office, a stenographic employee with experience and background in home economics and chemistry was required. These qualifications were the only qualifications considered in filling the position. The employee with whom Mrs. Godbold claims to have spoken had no instructions other than to take applicant's qualifications and make appointments for interviews. Records at that office indicate that Mrs. Godbold called by telephone relative to the position, but did not appear for an interview.

copy of

Mr. George M. Johnson
26 July 1943

Page - 2 -

The Navy Liaison Officer states that had Mrs. Godbold appeared for an interview, detailed requirements of the position would have been explained and no misunderstanding could have occurred.

In these circumstances it appears that the investigation has failed to substantiate the charge that racial discrimination was practiced against Mrs. Godbold by the Chicago Quartermaster Depot.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

26 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

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Mr. George M. Johnson
26 July 1943

Page - 2 -

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Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

July 15, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Please refer to our memorandum of June 3, 1943, relative to the complaint of Mrs. Mattie Lee Godbold, who alleged that racial discrimination was practiced against ^{her} in her effort to secure employment as an Assistant Clerk-Stenographer in the Chicago Quartermaster Depot.
2. A complete investigation has been made of the alleged discrimination. It is disclosed from the evidence submitted to this office that the Navy Liaison Office, although using the facilities of the Quartermaster Depot Subsistence Laboratory, functions independently and is under the jurisdiction of the Navy Department. All personnel are hired directly by the Navy Liaison Officer and have no connection with the Placement Branch of the Chicago Quartermaster Depot. Information submitted to this office, however, indicates that the Liaison Officer concerned secured a list of eligible personnel from the Civil Service representative at that Depot. The eligibles were instructed to call the Liaison office for appointments.
3. The employee with whom Mrs. Godbold claims to have conversed concerning her employment has resigned and is no longer in that office. Due to the technical nature of the work in that office, a stenographic employee with experience and background in home economics and chemistry was required. These qualifications were the only qualifications considered in filling the position. The employee with whom Mrs. Godbold claims to have spoken had no instructions other than to take applicant's qualifications and make appointments for interviews. Records at that office indicate that Mrs. Godbold called by telephone relative to the position, but did not appear for an interview.
4. The Navy Liaison Officer states that had Mrs. Godbold appeared for an interview, detailed requirements of the position would have been explained and no misunderstanding could have occurred.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



ms/crp

July 15, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Please refer to our memorandum of June 3, 1943, relative to the complaint of Mrs. Mattie Lee Godbold, who alleged that racial discrimination was practiced against her in her effort to secure employment as an Assistant Clerk-Stenographer in the Chicago Quartermaster Depot.
2. A complete investigation has been made of the alleged discrimination. It is disclosed from the evidence submitted to this office that the Navy Liaison Office, although using the facilities of the Quartermaster Depot Subsistence Laboratory, functions independently and is under the jurisdiction of the Navy Department. All personnel are hired directly by the Navy Liaison Officer and have no connection with the Placement Branch of the Chicago Quartermaster Depot. Information submitted to this office, however, indicates that the Liaison Officer concerned secured a list of eligible personnel from the Civil Service representative at that Depot. The eligibles were instructed to call the Liaison office for appointments.
3. The employee with whom Mrs. Godbold claims to have conversed concerning her employment has resigned and is no longer in that office. Due to the technical nature of the work in that office, a stenographic employee with experience and background in home economics and chemistry was required. These qualifications were the only qualifications considered in filling the position. The employee with whom Mrs. Godbold claims to have spoken had no instructions other than to take applicant's qualifications and make appointments for interviews. Records at that office indicate that Mrs. Godbold called by telephone relative to the position, but did not appear for an interview.
4. The Navy Liaison Officer states that had Mrs. Godbold appeared for an interview, detailed requirements of the position would have been explained and no misunderstanding could have occurred.

J. H. Mason, Chief
Employee Relations Branch

May 28, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter of May 6, 1943, addressed to Mrs. Roosevelt by Mrs. Mattie Lee Godbold which was forwarded to this office by the President's Committee on Fair Employment Practice. Mrs. Godbold alleges that racial discrimination was practiced against her in her effort to secure employment as an Assistant Clerk-Stenographer in the Chicago Quartermaster Depot.

May the facts in this case be investigated in order that it may be determined whether there has been any violation of the directives prohibiting racial discrimination in Civil Service employment.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

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56

May 28, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter of May 6, 1943, addressed to Mrs. Roosevelt by Mrs. Mattie Lee Godbold which was forwarded to this office by the President's Committee on Fair Employment Practice. Mrs. Godbold alleges that racial discrimination was practiced against her in her effort to secure employment as an Assistant Clerk-Stenographer in the Chicago Quartermaster Depot.

May the facts in this case be investigated in order that it may be determined whether there has been any violation of the directives prohibiting racial discrimination in Civil Service employment.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

May 24, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

I enclose herewith two copies of a letter addressed to Mrs. Roosevelt by Mrs. Mattie Lee Godbold, 421 East Forty-Fifth Street, Chicago, Illinois, a Negro, who complains that she has been unable to secure employment in the Quartermaster Depot in Chicago solely because of her race.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,
George M. Johnson
George M. Johnson
Assistant Executive Secretary

Enclosures

May 24, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

I enclose herewith two copies of a letter addressed to Mrs. Roosevelt by Mrs. Mattie Lee Godbold, 421 East Forty-Fifth Street, Chicago, Illinois, a Negro, who complains that she has been unable to secure employment in the Quartermaster Depot in Chicago solely because of her race.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosures

C
O
P
Y

May 6, 1943

Mrs. Eleanor Roosevelt
White House
Washington, D. C.

Dear Mrs. Roosevelt:

This is a letter of complaint against some of the policies of the Federal Civil Service Board.

I have been on the eligible list with a high score for the position of Jr. Stenographer for well over a year. The Federal Government, according to all the news I have read, is in need of Typists and Stenographers. I have been sent numerous letters to present for interviews, but when I appeared for the interviews, I was always put off with various excuses, or never heard from the interviewer again.

Last week, I received a notice to call Lieutenant R.E. Silver, Navy Liaison Office, Quartermaster Depot, 1819 W. Pershing Road, in reference to a position of assistant clerk-stenographer at \$1620 per annum. When I called his office to arrange for an interview, his secretary told me that the person would have to act as a receptionist and they did not want a colored girl for the position.

Mrs. Roosevelt, I have a husband who is an Engineer in the Air Corps. He volunteered his services to help this country to keep it a place where all races could have an equal opportunity. I am not trying to capitalize on my husband's position in the Army, but if he is good enough to risk his life for his country, why am I not good enough to work for the Government? When things like this happen, I doubt very much if the Negro man really has anything to fight for.

Is there anything that can be done to stop such practices as these? If there is any influence that you can exert to bring this to the attention of the proper authorities, your efforts will be greatly appreciated.

Yours very truly,

/s/ MRS. MATTIE LEE GODBOLD
421 E. 45th Street
Chicago, Illinois

6



H



1 September 1944

Mr. Clarence M. Mitchell,
Associate Director of Field Operations,
President's Committee on Fair
Employment Practice,
Standard Oil Building,
Washington, 25, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of 11 August 1944 requesting an answer to the question asked in your letter of 19 April 1944 as to "whether qualified Negro trainees referred by the Civil Service Commission would have obtained actual employment in this Cincinnati station (Cincinnati Area Office, Central Procurement District, Army Air Forces Materiel Command).

As you were verbally informed, this office regarded this question as hypothetical and having no bearing on the case of Mrs. Laura A. Hooper. You are informed, however, that this office is advised that in all cases of appointment of Junior Procurement Inspectors, individual authority for appointment was received on Form #661 from the United States Civil Service Commission, Sixth Regional Office, Cincinnati. Therefore, a list of eligibles was unnecessary. The copy of Form #661 in cases of appointment is retained in the 201 file of the Cincinnati Area Office. In cases of eligible applicants, who are not accepted for appointment, all copies of Form #661 are returned to the Civil Service Commission with a notation of action taken, no record being kept in that office.

Yours very truly,

THOMAS K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War

*Copy to
Clarence Mitchell*

1 September 1944

Mr. Clarence M. Mitchell,
Associate Director of Field Operations,
President's Committee on Fair
Employment Practices,
Standard Oil Building,
Washington, 25, D. C.

Dear Mr. Mitchell:

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As you were verbally informed, this office regarded this question as hypothetical and having no bearing on the case of Mrs. Laura A. Hooper. You are informed, however, that this office is advised that in all cases of appointment of Junior Procurement Inspectors, individual authority for appointment was received on Form #661 from the United States Civil Service Commission, Sixth Regional Office, Cincinnati. Therefore, a list of eligibles was unnecessary. The copy of Form #661 in cases of appointment is retained in the 201 file of the Cincinnati Area Office. In cases of eligible applicants, who are not accepted for appointment, all copies of Form #661 are returned to the Civil Service Commission with a notation of action taken, no record being kept in that office.

Yours very truly,

THOMAS K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



August 11, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Pentagon Building
Washington, D. C.

Dear Mr. Gibson:

Your letter dated June 12, 1944, gives further information on the case of Mrs. Laura A. Hooper, who filed a complaint against the Cincinnati Area Office, Central Procurement District, Army Air Forces Materiel Command.

In a prior communication dated April 19, 1944, I asked for information concerning the appointments made at the time Mrs. Hooper was an applicant. This information you supplied. However, I also asked for information on whether qualified Negro trainees referred by the Civil Service Commission obtain actual employment in the Cincinnati Station, which was mentioned in your letter of April 12, 1944. You did not reply to this second inquiry.

It will be appreciated if you will do so at this time. Please indicate also whether any consideration was given to the possibility of referring the complainant to the instruction in Cincinnati.

Sincerely yours,

A handwritten signature in cursive script that reads "Clarence M. Mitchell".

Clarence M. Mitchell
Associate Director of
Field Operations

August 11, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Pentagon Building
Washington, D. C.

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It will be appreciated if you will do so at this time. Please indicate also whether any consideration was given to the possibility of referring the complainant to the instruction in Cincinnati.

Sincerely yours,

Clarence M. Mitchell
Associate Director of
Field Operations

12 June 1944

Mr. Clarence M. Mitchell,
Associate Director of
Field Operations,
President's Committee on
Fair Employment Practice,
Standard Oil Building
Washington, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of April 19, 1944, in the case of Mrs. Laura A. Hooper in the Cincinnati Area Office, Central Procurement District, Army Air Forces Materiel Command, Cincinnati, Ohio, requesting the name of persons selected to fill the six vacancies as Junior Procurement Inspectors.

The following information is submitted:

The names of six applicants appointed as Junior Procurement Inspectors, CAF-2, authorized by U.S. Civil Service Commission, Sixth Regional Office, Cincinnati, Ohio, on request from this office (Form 1890) #136 dated 29 July 1943 (copy inclosed), also approximate dates of applications and interviews, the date of the Civil Service authority and the date the individual reported for duty is listed below. In all cases individual authority for appointment was received on Form #661 from the United States Civil Service Commission, Sixth Regional Office, Cincinnati, Ohio. Therefore, a list of eligibles was unnecessary. The copy of Form #661 in cases of appointment is retained in the 201 file of this office. In cases of eligible applicants, who are not accepted for appointment, all copies of Form #661 are returned to the Civil Service Commission with a notation of action taken, no record being kept in this office.

Aleta L. Allen - appointed on budget requisition C-44-886 dated 23 July 1943. Interviewed and made application 1 August 1943. Accepted for appointment. Received authority from Civil Service - Form 661 - File IU:JAE:O'C dated 4 August 1943. Reported for duty 4 August 1943.

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*copy
H*

Mr. Clarence M. Mitchell
12 June 1944

Page - 2 -

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Thomas J. Fagin - appointed on budget requisition C-44-882 dated 23 July 1943. Interviewed at Columbus, Ohio 5 July 1943 and accepted for appointment. Received authority from local Civil Service Secretary, Columbus, Ohio - File R:RKD:DR dated 2 August 1943 and reported for duty 2 August 1943.

Mabel I. Streib - appointed on budget requisition C-44-887 dated 23 July 1943. Made application and interviewed 1 July 1943. Accepted for appointment. Civil Service letter of authority - Form #661 - File IU:JAH:O'G dated 4 August 1943. Reported for duty 5 August 1943.

Jewell Tucker - appointed on budget requisition C-44-835 dated 23 July 1943. Made application and interviewed 3 August 1943 and accepted for appointment. Received Civil Service authority Form #661 - File IU:JAH:O'G dated 4 August 1943. Reported for duty 5 August 1943.

Sincerely yours,

Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War

12 June 1944

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President's Committee on
Fair Employment Practice,
Standard Oil Building
Washington, D. C.

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Mr. Clarence M. Mitchell
12 June 1944

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Sincerely yours,

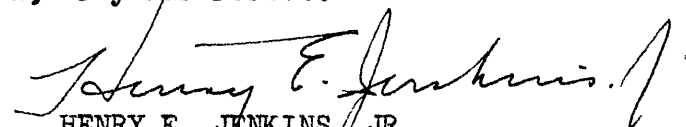
Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War

6th Ind. AFPCP-H
Hq Army Air Forces, Washington 25, D. C., 10 June 1944.

To: Office of the Secretary of War, Attn: Mr. Truman K. Gibson, Jr.,
Civilian Aide.

Forwarded, inviting attention to 3rd indorsement.

For the Commanding General, Army Air Forces:



HENRY E. JENKINS, JR.
Lt. Colonel, Air Corps
Executive, Civilian Personnel Division
Office of Asst Chief of Air Staff,
Personnel

Incl.
n/c

6th Ind. AFPCP-H
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HENRY E. JENKINS, JR.
Lt. Colonel, Air Corps
Executive, Civilian Personnel Division
Office of Asst Chief of Air Staff,
Personnel

Incl.
n/e

WAR DEPARTMENT

WASHINGTON, D. C.

2 May 1944
my book

MEMORANDUM

TO: The Assistant Chief of Air Staff, Personnel
Civilian Personnel Branch
Attention: Chief, Personnel Standards Branch

1. Reference is made to the report of the investigation into the complaint of Mrs. Laura A. Hooper who alleged that race discrimination had been practiced against her in her effort to secure employment as a Junior Inspector (trainee) in the Cincinnati Area Office, Central Procurement District, Army Air Forces Materiel Command, Cincinnati, Ohio.

2. The President's Committee on Fair Employment Practice desires to know the names of the individuals selected to fill the six (6) vacancies as Junior Procurement Inspectors CAF-2, certification of whom was requested on Requisition Request #136 dated 29 July 1943 and the dates on which selections were made. In this connection a photostatic copy of the Civil Service certificate showing the names of the persons certified, together with the notations with which it was returned to the Civil Service Commission would be helpful.

Truman K. Gibson, Jr.

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

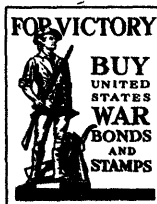
AAF-201-HOOPER, Laura A. (Civ) 1st Ind. (AFPCP-H)
HQ ARMY AIR FORCES, Washington 25, D.C., 4 May 1944

TO: AAF Area Representative, Materiel Command, Central Procurement District, Room 607, Enquirer Building, 617 Vine Street, Cincinnati, Ohio. (THRU: District supervisor, AAF Materiel Command, Central Procurement District, W. Warren Avenue and Lonyo Street, Detroit, 32, Michigan).

It is requested that the information specified in paragraph 2 of the basic communication be forwarded through this Headquarters.

By command of General ARNOLD:

S. J. Good
S. J. GOOD
Major, Air Corps
Chief, Personnel Standards Branch
Civilian Personnel Division
Office of Asst Chief of Air Staff,
Personnel



TO: SAC, [illegible]
FROM: [illegible]
SUBJECT: [illegible]

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NO. 7 AF
4 - MAY 1944
MAIL SECTION - AAF ANNEX #1



[The following text is extremely faint and largely illegible, appearing to be a memorandum or report body.]

[The following text is extremely faint and largely illegible, appearing to be a memorandum or report body.]

(HOOPER, Laura A. (Civ))

2nd Ind.

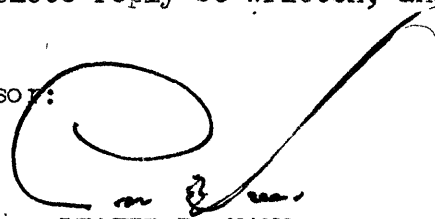
CHB:gei

Office of the District Supervisor, AAF Materiel Command, Central Procurement District, West Warren and Lonyo Streets, Detroit (32) Michigan, 6 May 1944.

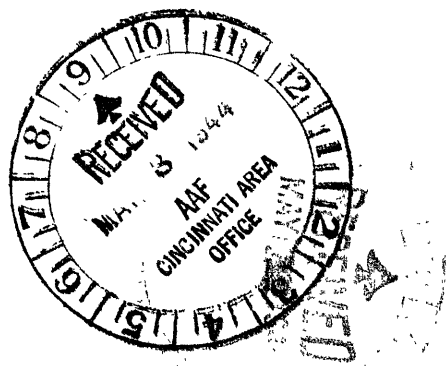
TO: Army Air Forces Area Representative, Cincinnati Area Office, Room 607 Enquirer Bldg., 617 Vine Street, Cincinnati (2) Ohio.

1. It is requested that the information requested in paragraph 2 of basic communication be secured, the complete reply be written, and forwarded through this office.

For the District Supervisor:



LESTER R. HANO
Captain, Air Corps
Chief, Civilian Personnel Branch



(HOOPER, Laura A. (Civ))

3rd Ind.

EJK:ms

Office of the Area Representative, AAF Materiel Command, Central Procurement District, 607 Enquirer Building, 617 Vine Street, Cincinnati 2, Ohio. 9 May 1944.

TO: Headquarters, Army Air Forces, Washington 25, D.C. Attention: Major S. J. Good, Chief, Personnel Standards Branch, Civilian Personnel Division, Office of Assistant Chief of Air Staff, Personnel. (THRU: District Supervisor, Central Procurement District, AAF Materiel Command, W. Warren Avenue and Lonyo Street, Detroit 32, Michigan).

1. Information as requested in paragraph two of basic communication is forwarded herewith.

2. The names of six applicants appointed as Junior Procurement Inspectors, CAF-2, authorized by U. S. Civil Service Commission, Sixth Regional Office, Cincinnati, Ohio, on request from this office (Form 1890) #136 dated 29 July 1943 (copy inclosed), also approximate dates of applications and interviews, the date of the Civil Service authority and the date the individual reported for duty is listed below. In all cases individual authority for appointment was received on Form #661 from the United States Civil Service Commission, Sixth Regional Office, Cincinnati, Ohio. Therefore, a list of eligibles was unnecessary. The copy of Form #661 in cases of appointment is retained in the 201 file of this office. In cases of eligible applicants, who are not accepted for appointment, all copies of Form #661 are returned to the Civil Service Commission with a notation of action taken, no record being kept in this office.

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Handwritten text or signature on the left margin.

Handwritten text or signature in the upper left quadrant.

Main body of handwritten text, appearing to be a list or a series of notes, scattered across the page.

Small handwritten marks or numbers at the bottom right corner.

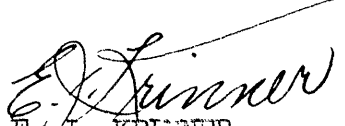
(HOOPER, Laura A. (Civ))

3rd Ind. (Cont'd)

EJK:ms

3. Since Civil Service Commission certificate of eligibles was not used on above appointments, it is felt by this office that photostatic copies will be impracticable. Nevertheless, all basic documents as mentioned in this indorsement are on file at this station.

For the Area Representative:


E. J. KRINNER
1st Lt., Air Corps
Area Adjutant

Incl.

Cy. Form 1890 dated 29 July 1943.

150
1950

(HOOPER, Laura A. (Civ))

4th Ind.

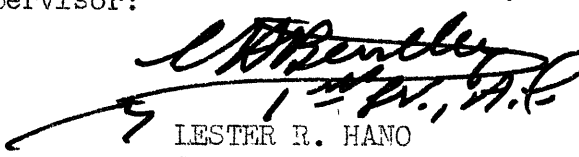
CHB:gei

Office of the District Supervisor, AAF Materiel Command, Central Procurement District,
W. Warren Ave. & Lonyo St., Detroit 32, Michigan, 11 May 1944.

TO: Headquarters, Army Air Forces, Washington 25, D.C. Attention: Major S. J.
Good, Chief, Personnel Standards Branch, Civilian Personnel Division, Office
of Assistant Chief of Air Staff, Personnel. (THRU: Commanding General, Army Air
Forces Materiel Command, Wright Field, Dayton, Ohio.

1. Forwarded as requested in basic communication.

For the District Supervisor:


LESTER R. HANO
Captain, Air Corps
Chief, Civilian Personnel Branch

Incls:

5th Ind.

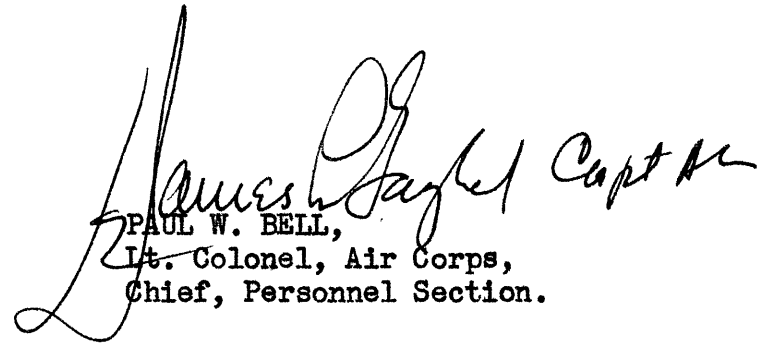
JEG:ghb:HQJ

Headquarters, AAF Materiel Command, Wright Field, Dayton, Ohio. 6 June 1944.

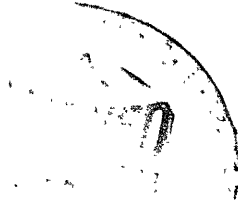
To: Commanding General, Headquarters, AAF, Washington 25, D. C.
ATTENTION: Major S. J. Good, Chief, Personnel Standards Branch, Civilian Per-
sonnel Division, Office of Assistant Chief of Air Staff, Personnel.

1. Forwarded.

For the Commanding General:


PAUL W. BELL,
Lt. Colonel, Air Corps,
Chief, Personnel Section.

Incls: n/c



HQ. AAF

JUN 8 - 1944

MM & D MAIL SECTION

HQ AAF
9 - JUN 44
AAF MAIL DELIVERY

80-193A
 Form 1890-7
 March 1942
 (WSR)

m1

UNITED STATES CIVIL SERVICE COMMISSION
 WAR DEPARTMENT, ARMY AIR FORCES, MATERIEL CENTER
 Central Procurement District
 8505 West Warren Avenue
 Detroit, Michigan

Request No. 136
 Inspection Section
 Requisitions C44-8883
 Certificate # _____
 (Leave blank) 8884
 8885
 8886
 8887
 Date 29 July 1943

REQUEST FOR CERTIFICATION - WAR SERVICE APPOINTMENTS EXECUTIVE ORDER #9063

Special Representative
 Civil Service Commission
 8505 West Warren, Detroit, Michigan

Cincinnati Civil Service

Please certify to this office the names of persons eligible for appointment to the position indicated below. The estimated period of employment is:

- Indefinite War Service appointment for the duration and for six months thereafter.
- Temporary War Service appointment of one year or less _____
 (state period)

Number of Vacancies	Deadline for filling Vacancy	Sex	Position	Salary	Place of Employment
6	immediately	Either	Junior Procurement Inspector, CAF-2	\$1440 per annum	Cincinnati Area Office Cincinnati, Ohio

For positions requiring other than usual qualifications which are clearly reflected in title of the position, please furnish the following information:

- (a) Statement of duties.
 (b) Minimum qualifications.

Trainee will proceed to Whitehaven, Tennessee on temporary duty to enter Aircraft Inspection Course, Section III, Shelby School of Aeronautics, starting August 4, 1943. Upon completion of training, Trainees will return to Cincinnati Area Office for assignment.

Minimum requirements as per present Civil Service announcement.

A True Copy

E. J. Krinner
Det. P. A. C.

~~XXXXXXXXXXXXXXXXXXXX~~
~~XXXXXXXXXXXX~~

E. J. KRINNER ~~XXXXXXXXXXXXXXXXXXXX~~
 2nd Lt., A. C. ~~XXXXXXXXXXXX~~
 Area Adjutant ~~XXXXXXXXXXXXXXXXXXXX~~

RECEIVED
MAY 1950

10

WDOSW - Ex. 2431
LRL/res

2 May 1944

MEMORANDUM

TO: The Assistant Chief of Air Staff, Personnel
Civilian Personnel Branch
Attention: Chief, Personnel Standards Branch

1. Reference is made to the report of the investigation into the complaint of Mrs. Laura A. Hooper who alleged that race discrimination had been practiced against her in her effort to secure employment as a Junior Inspector (trainee) in the Cincinnati Area Office, Central Procurement District, Army Air Forces Materiel Command, Cincinnati, Ohio.

2. The President's Committee on Fair Employment Practice desires to know the names of the individuals selected to fill the six (6) vacancies as Junior Procurement Inspectors CAF-2, certification of whom was requested on Requisition Request #136 dated 29 July 1943 and the dates on which selections were made. In this connection a photostatic copy of the Civil Service certificate showing the names of the persons certified, together with the notations with which it was returned to the Civil Service Commission would be helpful.

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

copy

WDOSW - Ex. 2431
LRL/res

2 May 1944

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Civilian Personnel Branch
Attention: Chief, Personnel Standards Branch

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Truman E. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



April 19, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This is in further reference to the complaint of Mrs. Laura A. Hooper, who alleged that race discrimination had been practiced against her in her efforts to secure employment as a Junior Procurement Inspector (Trainee) in the Cincinnati Area Office, Central Procurement District, Army Air Forces Materiel Command. Your letter of April 12 contains the statement of Mr. Daniel W. McDaniel of Cincinnati concerning his knowledge of the case. However, it does not contain some very important material requested in my letter of April 5. It is requested that you supply us with the date of hiring for each individual sent to the Shelby School of Aeronautics at White Haven, Tennessee, on Requisition Request 136.

Your letter mentions that, "This office (in Cincinnati) had been verbally advised by the District Civilian Personnel Officer of the Central Procurement District, AAF Materiel Command that the Shelby School of Aeronautics of White Haven was a private school with no separate facilities for Negro trainees and for that reason Negro trainees would not be accepted at this school but would be sent back to their permanent station at Cincinnati, Ohio if sent to the Shelby School of Aeronautics for training." In this connection, I should like to know whether qualified Negro trainees referred by the Civil Service Commission would have obtained actual employment in this

-2-

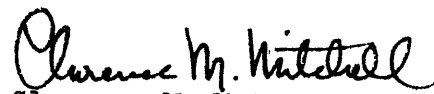
Mr. Truman K. Gibson

April 19, 1944

Cincinnati station mentioned had they been referred by the Civil Service Commission.

I believe the information I have requested will be all that is needed if it is supplied.

Sincerely yours,



Clarence M. Mitchell
Associate Director of
Field Operations

April 19, 1944

Mr. Truman R. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

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-2-

Mr. Truman K. Gibson

April 19, 1944

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Sincerely yours,

Clarence M. Mitchell
Associate Director of
Field Operations

WDOSW - Ex. 2431
LRL/res

12 April 1944

Mr. Clarence M. Mitchell
Associate Director of Field Operations
President's Committee on Fair Employment Practice
Standard Oil Building
Third and Constitution Avenue, N. W.
Washington, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of 5 April 1944 requesting a further investigation into the complaint of Mrs. Laura A. Hooper who alleged that race discrimination had been practiced against her in her effort to secure employment as a Junior Procurement Inspector (Trainee) in the Cincinnati Area Office, Central Procurement District, Army Air Forces Materiel Command.

I think the questions raised in your letter are answered in the following excerpt from the summary of the investigator who investigated this case:

DANIEL W. McDANIEL, residence, R.R. 10, Cherokee Drive, Kenwood, Cincinnati 27, Ohio, advised that he was an Administrative Assistant to LT. KRINNER, Area Adjutant and Personnel Officer.

He advised that he has no personal recollection of MRS. LAURA A. HOOPER of 1526 Linn Street, Cincinnati, Ohio, having made application for the position of Jr. Procurement Inspector on or about 3 July 1943 or 4 August 1943 or any other date. He advised that the records of the Personnel Office show that on 30 June 1943 Requisition Requests 116 and 118 were made calling for a total of seven Procurement Inspectors to attend training at Carnegie Institute of Technology at Pittsburgh, Pennsylvania for positions numbered C43-18987 to C43-18992 inclusive and C43-19002.

MR. McDANIEL further advised that on 2 July 1943 the District Supervisor of the Central Procurement District, AAF Materiel Command ordered the return and cancellation of the foregoing numbered positions noted on Requisition Requests 116 and 118 by TWX message CPD 80-28. It will be noted that the date of cancellation of these requests antedates by one day the alleged application of subject, LAURA A. HOOPER. MR.

Mr. Clarence H. Mitchell
11 April 1944

Page - 2 -

McDANIEL further advised that the records of the Cincinnati Area Office, AAF Materiel Command show no other requisition requests for employees for service either temporary or permanent at Pittsburgh, Pennsylvania.

MR. McDANIEL further advised that on 29 June 1943 Requisition Request 136 (mentioned in basic memorandum) was made requesting immediate certification of six Jr. Procurement Inspectors, CAF-2 as trainees for temporary duty to enter the Aircraft Inspection Course at Shelby School of Aeronautics located at Whitehaven, Tennessee. The starting date of this course was 4 August 1943 being the same date alleged as the date of subject's application according to basic memorandum. This office had been verbally advised by the District Civilian Personnel Officer of the Central Procurement District, AAF Materiel Command that the Shelby School of Aeronautics of Whitehaven was a private school with no separate facilities for Negro trainees and for that reason Negro trainees would not be accepted at this school but would be sent back to their permanent station at Cincinnati, Ohio if sent to the Shelby School of Aeronautics for training. However, the records show that this was not the reason for the refusal of subject, LAURA A. HOOPER, but as shown on the certificate the fact that "The school quota has been filled" was the sole reason for such action inasmuch as she reported for employment on the same day that the course of instruction at Shelby School of Aeronautics, Whitehaven, Tennessee was to begin.

MR. McDANIEL further advised that in no instance has he ever been guilty of discrimination against any applicant for employment on account of race or color and that no violation of Executive Order 9346 and directives of the War Department forbidding race discrimination in Federal employment, have never been violated in the Cincinnati Area Office of the AAF Materiel Command either in letter or spirit. He advised that at present said office has employed ten Negroes in various positions and classifications.

Sincerely yours,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

12 April 1944

Mr. Clarence M. Mitchell
Associate Director of Field Operations
President's Committee on Fair Employment Practices
Standard Oil Building
Third and Constitution Avenue, N. W.
Washington, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of 5 April 1944 requesting a further investigation into the complaint of Mrs. Laura A. Hooper who alleged that race discrimination had been practiced against her in her effort to secure employment as a Junior Procurement Inspector (Trainee) in the Cincinnati Area Office, Central Procurement District, Army Air Forces Materiel Command.

I think the questions raised in your letter are answered in the following excerpt from the summary of the investigator who investigated this case:

DANIEL W. McDANIEL, residence, R.R. 10, Cherokee Drive, Kenwood, Cincinnati 27, Ohio, advised that he was an Administrative Assistant to LT. KRINNER, Area Adjutant and Personnel Officer.

He advised that he has no personal recollection of MRS. LAURA A. HOOPER of 1526 Linn Street, Cincinnati, Ohio, having made application for the position of Jr. Procurement Inspector on or about 3 July 1943 or 4 August 1943 or any other date. He advised that the records of the Personnel Office show that on 30 June 1943 Requisition Requests 116 and 118 were made calling for a total of seven Procurement Inspectors to attend training at Carnegie Institute of Technology at Pittsburgh, Pennsylvania for positions numbered C43-18987 to C43-18992 inclusive and C43-19002.

MR. McDANIEL further advised that on 2 July 1943 the District Supervisor of the Central Procurement District, AAF Materiel Command ordered the return and cancellation of the foregoing numbered positions noted on Requisition Requests 116 and 118 by TWX message CPD 80-28. It will be noted that the date of cancellation of these requests antedates by one day the alleged application of subject, LAURA A. HOOPER. MR.

Mr. Clarence M. Mitchell
11 April 1944

Page - 2 -

McDANIEL further advised that the records of the Cincinnati Area Office, AAF Materiel Command show no other requisition requests for employees for service either temporary or permanent at Pittsburgh, Pennsylvania.

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MR. McDANIEL further advised that in no instance has he ever been guilty of discrimination against any applicant for employment on account of race or color and that no violation of Executive Order 9346 and directives of the War Department forbidding race discrimination in Federal employment, have never been violated in the Cincinnati Area Office of the AAF Materiel Command either in letter or spirit. He advised that at present said office has employed ten Negroes in various positions and classifications.

Sincerely yours,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



April 5, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This is in further reference to the complaint of Mrs. Laura A. Hooper who charged that she was discriminated against, because she is a Negro, in her efforts to secure employment as a Junior Procurement Inspector Trainee in the Cincinnati Area Office, Central Procurement District, Army Air Forces.

Your letter of March 7, 1944, states that Mrs. Hooper was certified to the employing agency at Cincinnati, on the first occasion, one day after the request for Trainees had been cancelled. We should like to know whether the War Department sent any word to the Civil Service Commission indicating that the complainant was mistakenly referred. It also appears that due caution should have been exercised to see that the incident was not repeated in the second certification for August 4, 1943, on which date, in spite of the previous occurrence, the Civil Service Commission again certified the complainant. She states that she went to the employing agency one half hour after receiving certification from the Civil Service Commission.

It is requested that the War Department furnish the number of persons hired through the Cincinnati Area Office, Central Procurement District, Army Air Forces, as Junior Inspector Trainees and the dates on which they were hired for the period between July 2 and August 4, 1943. Also, please indicate where they were sent for training. It will be helpful if you will

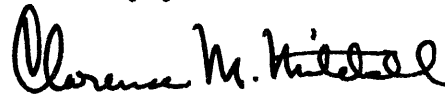
Mr. Truman K. Gibson

-2-

April 5, 1944

state the number of Negroes who were in training at that time in the Pittsburgh school and the number in training in the Tennessee school.

Sincerely yours,



Clarence M. Mitchell
Associate Director of
Field Operations

April 5, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This is in further reference to the complaint of Mrs. Laura A. Hooper who charged that she was discriminated against, because she is a Negro, in her efforts to secure employment as a Junior Procurement Inspector Trainee in the Cincinnati Area Office, Central Procurement District, Army Air Forces.

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Mr. Truman K. Gibson

-2-

April 5, 1944

state the number of Negroes who were in training at that time in the Pittsburgh school and the number in training in the Tennessee school.

Sincerely yours,

Clarence M. Mitchell
Associate Director of
Field Operations

7 March 1944

Mr. Will Maslow
Director of Field Operations
President's Committee on Fair
Employment Practice
Standard Oil Building
Third and Constitution Avenue, N. W.
Washington, D. C.

Dear Mr. Maslow:

Reference is made to your letter of 28 January 1944 forwarding to this office the complaint of Mrs. Laura A. Hooper who alleged that race discrimination had been practiced against her in her effort to secure employment as a Junior Procurement Inspector (Trainee) in the Cincinnati Area Office, Central Procurement District, Army Air Forces Materiel Command.

The report of the investigation into her complaint discloses that the only requisition requests for AAF Procurement Inspectors for temporary or permanent duty at Pittsburgh, Pennsylvania, processed or on file at the Personnel Section of the AAF Cincinnati Area Office of the Central Procurement District consist of Request Nos. 116 and 118, both dated 30 June 1943 and that these requests were cancelled on 2 July 1943 which was one day prior to Mrs. Hooper's certification.

The report further states that the records of the Cincinnati Area Office show that Requisition Request No. 136, referred to in the copy of the memorandum regarding Mrs. Hooper's complaint which you forwarded to this office, was dated 29 July 1943 and requested the immediate certification of six Junior Procurement Inspectors, CAF-2, Trainees for temporary duty to enter the Aircraft Inspection Course at Shelby School of Aeronautics, Whitehaven, Tennessee, beginning 4 August 1943; that the records of the Sixth Civil Service District discloses that Mrs. Hooper was certified to the Cincinnati Area Office of the AAF Materiel Command on 4 August 1943 under Requisition Request No. 136 and a notation is written on the request, "School has been filled." "DWN".

In the circumstances it appears that the investigation has failed to substantiate the charge of race discrimination.

C. J. H.

OSW - Ex. 2431
LRL/res

Mr. Will Maslow
7 March 1944

Page - 2 -

Mrs. Hooper is no longer in Cincinnati but is now enlisted in the WAC and her present address is Private Laura A. Hooper, WAC Company No. 7, Regiment No. 3, Des Moines, Iowa.

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

7 March 1944

Mr. Will Maslow
Director of Field Operations
President's Committee on Fair
Employment Practice
Standard Oil Building
Third and Constitution Avenue, N. W.
Washington, D. C.

Dear Mr. Maslow:

Reference is made to your letter of 28 January 1944 forwarding to this office the complaint of Mrs. Laura A. Hooper who alleged that race discrimination had been practiced against her in her effort to secure employment as a Junior Procurement Inspector (Trainee) in the Cincinnati Area Office, Central Procurement District, Army Air Forces Materiel Command.

The report of the investigation into her complaint discloses that the only requisition requests for AAF Procurement Inspectors for temporary or permanent duty at Pittsburgh, Pennsylvania, processed or on file at the Personnel Section of the AAF Cincinnati Area Office of the Central Procurement District consist of Request Nos. 116 and 118, both dated 30 June 1943 and that these requests were cancelled on 2 July 1943 which was one day prior to Mrs. Hooper's certification.

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In the circumstances it appears that the investigation has failed to substantiate the charge of race discrimination.

OSW - Ex. 2431
LRL/res

Mr. Will Maslow
7 March 1944

Page - 2 -

Mrs. Hooper is no longer in Cincinnati but is now enlisted in the WAC and her present address is Private Laura A. Hooper, WAC Company No. 7, Regiment No. 3, Des Moines, Iowa.

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.


CONFIDENTIAL

Hooper, Laura A. 3rd Ind. AFPCR-E
Hq Army Air Forces, Washington, 25, D. C. 3 March 1944

To: WD, Office of the Secretary, Civilian Aide

In compliance with your request of 31 January 1944.

For the Commanding General, Army Air Forces:


HENRY E. JENKINS, JR.
Lt. Colonel, Air Corps
Chief, Personnel Standards Branch
Civilian Personnel Division
Office of Asst Chief of Air Staff,
Personnel.

1 Incl
subject rpt (2 copies)

CONFIDENTIAL

CONFIDENTIAL

ARMY AIR FORCES
MATERIEL COMMAND
CENTRAL PROCUREMENT DISTRICT
OFFICE OF THE DISTRICT SUPERVISOR

MJS:vk
S: 3-9-44

9 February 1944

8505 W. WARREN AVE.,
DETROIT, MICHIGAN

SUBJECT: Alleged Race Discrimination Against MRS. LAURA A. HOOPER,
in Connection with Appointments to AAF Procurement Inspection
Training School

TO: Army Air Forces Area Representative
Cincinnati Area Office
Room 607, Enquirer Bldg.
617 Vine Street
Cincinnati 2, Ohio

Attn: Intelligence Officer

1. Forwarded herewith for your information and action indicated
therein, the following attachments subject as above:

Three (3) copies of Case Record dated 9 February 1944.

2. Your attention is directed to the provisions of CPD Regulations
55-5-1 dated 2 January 1944, entitled, "Internal Security, Counter-Intelli-
gence: Use of Case Record Form CD-Int-12".

By order of Colonel JOHNSON:

W. N. Nicholls
W. N. NICHOLLS
1st Lt., Air Corps
Chief, Counter-Intelligence Branch
Intelligence Section

Incl.
as listed

1st Ind.

HWY:moh

Army Air Forces Area Representative, Cincinnati Area Office, 607 Enquirer
Building, Cincinnati 2, Ohio, 17 February 1944.

TO: District Supervisor, Central Procurement District, AAF Materiel
Command, 8505 W. Warren Avenue, Detroit 32, Michigan, Attention:
Chief, Counter-Intelligence Branch, Intelligence Section.

1 Incl.
Subject Rpt. (10 cys.)

CONFIDENTIAL

HWY

RECEIVED
FEB 19 1944
INTELLIGENCE
SECTION

RECEIVED
11 FEB 1944
CINCINNATI
A C OFFICE

CONFIDENTIAL

SUBJECT: Alleged R Discrimination against Mrs. I A. Hooper,
in connection with appointments to AAF Procurement Inspection
Training School

2nd Ind.

DDN:as

Office of the Central Procurement District Supervisor, AAF Materiel Command,
8505 W. Warren Avenue, Detroit 32, Michigan. 23 February 1944.

TO: Commanding General, Headquarters, Army Air Forces, Attention: Assistant
Chief of Air Staff, Personnel, Washington, D. C.

1. Transmitted herewith in accordance with your request:

Three (3) copies report of investigation by
John H. Houston, Investigator, AAF, File No.
5-OF-4 (Cincinnati, Ohio) dated 15 February 1944.

For the District Supervisor:

W. N. Nicholls *PCP*
W. N. NICHOLLS
1st Lt., Air Corps
Chief, Counter-Intelligence Branch
Intelligence Section

Inc.
as noted

CONFIDENTIAL

HQ. AAF
25 FEB 1944
CLASSIFIED MAIL SECTION

ISS-1-WF-6-16-43-25M
CONFIDENTIAL

**ARMY AIR FORCES
MATERIEL COMMAND**

Central Procurement District Chief,
Counter-Intelligence Br., Intel. Sec.

File No. 5-OF-4 (Cincinnati, Ohio) Investigation Requested by _____
Date 15 February 1944 Office of Origin Cincinnati, Ohio
Subject: Alleged race discrimination against Mrs. Laura A. Hooper in connection with appointment to AAF Procurement Inspection Training School. Report Made at Cincinnati, Ohio
Report Made by John H. Houston, Investigator
Period Covered 12 and 14 February 1944
Character of Investigation Alleged Race Discrimination
Status of Case Closed

Summary: Investigation is predicated on a letter dated 9 February 1944 from the Chief, Counter-Intelligence Branch, Intelligence Section, AAF Materiel Command, Central Procurement District, Detroit, Michigan to AAF Area Representative, Cincinnati, Ohio with attachment dated 31 January 1944 consisting of memorandum to Assistant Chief of Air Staff, Personnel, Attention: Civilian Personnel Division from Truman K. Gibson, Jr., Civilian Aide to the Secretary of War, relative to a complaint by the subject alleging that racial discrimination had been practiced by the AAF Central Procurement District. An investigation was requested to determine whether or not there had been any violation of Executive Order 9346 and/or War Department Directives forbidding racial discriminations in Federal employment. The aforementioned memorandum is attached hereto as (Exhibit E).

Investigation disclosed that the sole requisition requests for AAF Procurement Inspectors for temporary or permanent duty at Pittsburgh, Pennsylvania, processed or on file at the Personnel Section of the AAF Cincinnati Area Office of Central Procurement District, Cincinnati, Ohio, consist of Request Nos. 116 and 118, both dated 30 June 1943 (Exhibits A and B) which requisitions were ordered returned as cancelled by TWX message GPD 80-28, under date of 2 July 1943 (Exhibit D), being one day prior to the alleged day of subject's application for such trainee school as set forth in basic memorandum.

The records of above mentioned Cincinnati Area Office of the AAF further disclose so far as pertinent and covering Requisition Request No. 136 mentioned in basic memorandum, that referenced request was dated 29 July 1943 and requested the immediate certification of six Jr. Procurement Inspectors, CAF-2, Trainees for temporary duty to enter the Aircraft Inspection Course at Shelby School of Aeronautics for starting date of 4 August 1943 located at Whitehaven, Tennessee (Exhibit C). The starting date of this school, 4 August 1943, coincides with alleged date of subject's application according to basic memorandum.

The records of the Cincinnati, Ohio Sixth Civil Service District, disclose that subject was certified to the Cincinnati Area Office of the AAF Materiel Command on 4 August 1943 under Requisition Request No. 136 and a notation is written on such instrument in pencil, "School has been filled." "DWM". No other certification of subject was found in such files.

Recommendations or Comment:

Since the investigation does not disclose any evidence of racial discrimination as having been practiced by the AAF Central Procurement District, Cincinnati Area Office, Cincinnati, Ohio, it is recommended that the case be closed.

Details: (To be continued on next page)

DISTRIBUTION AAFMC, I.O., Wright Field - 3 copies
Hdq. AAF, A.C. of A.S. Personnel - 3 copies
Cent. Proc. Dist., I.O. - 3 copies
File - 1 copy
Dist. Personnel Officer, CPD. - 1 copy

Approved:

W. N. Nicholls
W. N. NICHOLLS
1st Lt., Air Corps
Chief, Counter-Intelligence
Branch
Intelligence Section **CONFIDENTIAL**

CONFIDENTIAL

5-OP-4 (Cincinnati, Ohio)
Alleged race discrimination against Mrs.
Laura A. Hooper in connection with ap-
pointment to AAF Procurement Inspection
Training School

15 Feb. 44

JSH:moh

Summary: (Continued) Investigation further disclosed no evidence of racial discrimination in the selection of Civil Service employees by the Cincinnati Area Office of the AAF Central Procurement District. Ten negro employees of referenced office are now carried on the rolls and no other complaints of racial discrimination in employee selection have ever been made against this office. Subject is no longer in or near Cincinnati but is now enlisted in the WAC and her present address is Private Laura A. Hooper, WAC Company No. 7, Regiment No. 3, Des Moines, Iowa.

* * *

Details: LIEUTENANT E. J. KRINNER, residence, 3577 Saybrook Avenue, Cincinnati, Ohio, advised that he now is and was at all times mentioned herein Area Adjutant and Personnel Officer of the Cincinnati Area Office, AAF Materiel Command, Central Procurement District, that he has no independent recollection or knowledge of any application for employment being made by LAURA A. HOOPER of 1526 Linn Street, Cincinnati, Ohio.

LT. KRINNER advised that DANIEL W. McDANIEL was the only employee of the Cincinnati Area Personnel Office with the initials, "DWM." He further advised that it has never been the practice in the employment of personnel for the Cincinnati Area Office to discriminate against any person because of race or religion and that this office has always abided by both the letter and spirit of Executive Order 9346 and directives of the War Department forbidding racial discrimination in Federal employment.

LT. KRINNER further advised that the Cincinnati Area Office of the AAF now has six male and four female negro employees employed through such office and that to his knowledge no other complaints of racial discrimination have ever been heretofore made.

* * *

DANIEL W. McDANIEL, residence, R.R. 10, Cherokee Drive, Kenwood, Cincinnati 27, Ohio, advised that he was an Administrative Assistant employed by the AAF Cincinnati Area Office of Central Procurement District, Materiel Command at present assigned to the Personnel Section since 1 July 1943; that he acts as interviewer of applicants for Federal employment in the Cincinnati Area Office as Administrative Assistant to LT. KRINNER, Area Adjutant and Personnel Officer.

- 2 -

CONFIDENTIAL

RECEIVED
FEB 19 1944
INTELLIGENCE
SECTION

CONFIDENTIAL

5-OF-4 (Cincinnati, Ohio)
Alleged race discrimination against Mrs.
LAURA A. HOOPER in connection with ap-
pointment to AAF Procurement Inspection
Training School

15 Feb. 44

JH:moh

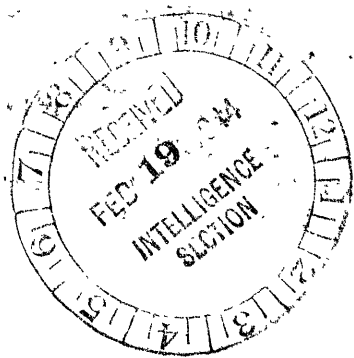
He advised that he has no personal recollection of MRS. LAURA A. HOOPER of 1526 Linn Street, Cincinnati, Ohio, having made application for the position of Jr. Procurement Inspector on or about 3 July 1943 or 4 August 1943 or any other date. He advised that the records of the Personnel Office show that on 30 June 1943 Requisition Requests 116 and 118 were made calling for a total of seven Procurement Inspectors to attend training at Carnegie Institute of Technology at Pittsburgh, Pennsylvania for positions numbered C43-18987 to C43-18992 inclusive and C43-19002 (See Exhibits A and B attached).

MR. McDANIEL further advised that on 2 July 1943 the District Supervisor of the Central Procurement District, AAF Materiel Command ordered the return and cancellation of the foregoing numbered positions noted on Requisition Requests 116 and 118 by T&M message CPD 80-28 (See Exhibit D attached). It will be noted that the date of cancellation of these requests antedates by one day the alleged application of subject, LAURA A. HOOPER. MR. McDANIEL further advised that the records of the Cincinnati Area Office, AAF Materiel Command show no other requisition requests for employees for service either temporary or permanent at Pittsburgh, Pennsylvania.

MR. McDANIEL further advised that on 29 June 1943 Requisition Request 136 (mentioned in basic memorandum) was made requesting immediate certification of six Jr. Procurement Inspectors, CAF-2 as trainees for temporary duty to enter the Aircraft Inspection Course at Shelby School of Aeronautics located at Whitehaven, Tennessee (See Exhibit C attached). The starting date of this course was 4 August 1943 being the same date alleged as the date of subject's application according to basic memorandum. This office had been verbally advised by the District Civilian Personnel Officer of the Central Procurement District, AAF Materiel Command that the Shelby School of Aeronautics of Whitehaven was a private school with no separate facilities for negro trainees and for that reason negro trainees would not be accepted at this school but would be sent back to their permanent station at Cincinnati, Ohio if sent to the Shelby School of Aeronautics for training. However, the records show that this was not the reason for the refusal of subject, LAURA A. HOOPER, but as shown on the certificate the fact that "The school quota has been filled" was the sole reason for such action inasmuch as she reported for employment on the same day that the course of instruction at Shelby School of Aeronautics, Whitehaven, Tennessee was to begin.

MR. McDANIEL further advised that in no instance has he ever been guilty of discrimination against any applicant for employment on account of race or color and that no violation of Executive Order 9346 and directives of the War Department forbidding race discrimination in Federal employment, have never

Handwritten text at the top of the page, possibly a name or title, which is mostly illegible due to fading and noise.



CONFIDENTIAL

5-OF-4 (Cincinnati, Ohio)

Alleged race discrimination against Mrs.
Laura A. Hooper in connection with ap-
pointment to AAF Procurement Inspection
Training School

15 Feb. 44

JHH:moh

been violated in the Cincinnati Area Office of the AAF Materiel Command either in letter or spirit. He advised that at present said office has employed ten negroes in various positions and classifications.]

* * *

J. J. BRENNAN advised that he was Assistant Chief, Regional Examining and Personnel Utilization Officer of the Sixth Civil Service District located in the Post Office Building, Cincinnati, Ohio, and that the files of his office under File No. IQ:A:OC under date of 4 August 1943 showed a requisition entitled CPD Requisition 136, being an authorization for the appointment of the subject, LAURA A. HOOPER, as a Jr. Engineer's Aide at a salary of 1440 per annum plus overtime. No notation as to place of employment was made thereon except Cincinnati, Ohio. Upon said certificate of appointment it had been noted "School has been filled," and was signed by initials, "DWM". This notation was originally written in pencil and had later been traced with ink.

MR. BRENNAN further advised that this was the only record pertaining to any certification of the subject, LAURA A. HOOPER, to the Cincinnati Area Office of the AAF Materiel Command which is on file in the Sixth Civil Service District, Cincinnati, Ohio.

* * *

ERNEST J. HOOPER, residence, 1526 Linn Street, Apartment 702, Cincinnati, Ohio, advised that he was the husband of the subject, LAURA A. HOOPER, and of his own knowledge knew nothing concerning her complaint of racial discrimination alleged against the Cincinnati Area Office, AAF Materiel Command. He further advised that his wife, the subject, was no longer in Cincinnati, Ohio but was now enlisted as a Wac in the United States Army and that her present address was PRIVATE LAURA A. HOOPER, WAC Company 7, Regiment 3, APB, Des Moines, Iowa.

* * *

Recommendation: Since the investigation does not disclose any evidence of racial discrimination as having been practiced by the AAF Central Procurement District, Cincinnati Area Office, Cincinnati, Ohio, it is recommended that the case be closed.

* * *

- 4 -

CONFIDENTIAL

80 193A
Form 1890-7
March 1942
(WSR)

COPY

CONFIDENTIAL

UNITED STATES CIVIL SERVICE COMMISSION
WAR DEPARTMENT, ARMY AIR FORCES, MATERIEL CENTER
Central Procurement District
8505 West Warren Avenue
Detroit, Michigan

Request No. 116
Inspection Section
Certificate # ~~CAJ-18987~~
~~CAJ-18988~~
~~CAJ-18989~~
6-30-43 CAJ-18990
Date ~~CAJ-18991~~
CAJ-18992

REQUEST FOR CERTIFICATION - WAR SERVICE APPOINTMENTS EXECUTIVE ORDER #9063

Special Representative
Civil Service Commission
8505 West Warren, Detroit, Michigan

Please certify to this office the names of persons eligible for appointment to the position indicated below. The estimated period of employment is:

- Indefinite War Service appointment for the duration and for six months thereafter.
- Temporary War Service appointment of one year or less _____ (state period)

Number of Vacancies	Deadline for filling Vacancy	Sex	Position	Salary	Place of Employment
6	Immediately	Either	Junior Procurement Inspector, (Trainee) CAJ-2	\$1140 P.A.	AAP Resident Representative Wright Aeronautical Corporation Lockland, Ohio

For positions requiring other than usual qualifications which are clearly reflected in title of the position, please furnish the following information:

- (a) Statement of duties.
- (b) Minimum qualifications.

Trainee is to be sent to the Carnegie Institute of Technology, Pittsburgh, Penna., on temporary duty while training at Section VII, Aircraft Inspector Course, which commences July 26, 1943.

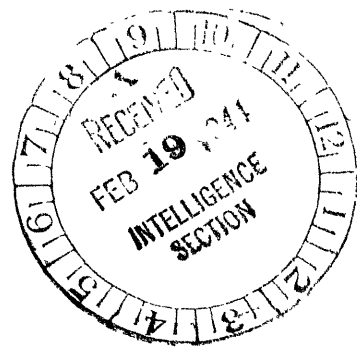
(Penciled notation: Returned to CPD Re TWI 80-28)

E. J. KRINER
2nd Lt., A.C.
Area Adjutant

~~XXXXXXXXXXXXXXXXXXXX~~
~~XXXXXXXXXXXXXXXXXXXX~~
2nd Lt., A.C.
~~XXXXXXXXXXXXXXXXXXXX~~
CLINTON A. DRURY
Major, Air Corps
District Civilian Personnel Officer

KRINER A

CONFIDENTIAL



80-193A
Form 1890-7
March 1942
(WSR)

COPY

CONFIDENTIAL

UNITED STATES CIVIL SERVICE COMMISSION
WAR DEPARTMENT, ARMY AIR FORCES, MATERIEL CENTER
Central Procurement District
~~8505 West Warren Avenue~~
~~Detroit, Michigan~~

Request No. 118
Inspection - C43-19002

Certificate # _____
(Leave blank)

Date 6-30-43

REQUEST FOR CERTIFICATION - WAR SERVICE APPOINTMENTS EXECUTIVE ORDER #9063

Special Representative
Civil Service Commission
8505 West Warren, Detroit, Michigan

Civil Service Commission
Troy, Ohio

Please certify to this office the names of persons eligible for appointment to the position indicated below. The estimated period of employment is:

- Indefinite War Service appointment for the duration and for six months thereafter.
- Temporary War Service appointment of one year or less _____ (state period)

Number of Vacancies	Deadline for filling Vacancy	Sex	Position	Salary	Place of Employment
1	Immediately	Either	Junior Procurement Inspector, (Trainee) CAP-2	\$1440 P.A.	AAF Resident Representative Haco Aircraft Company Troy, Ohio

For positions requiring other than usual qualifications which are clearly reflected in title of the position, please furnish the following information:

- (a) Statement of duties.
- (b) Minimum qualifications.

Trainee is to be sent to the Carnegie Institute of Technology, Pittsburgh, Penn., on temporary duty while training at Section VII, Aircraft Inspector Course, which commences July 26, 1943.

(Penciled notation: Returned to CFD No. TCI 60-28.)

E. J. KRIBNER
2nd Lt., A.C.
Area Adjutant

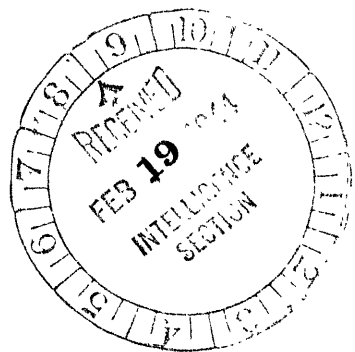
~~CONFIDENTIAL~~
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~~CONFIDENTIAL~~
CLAYTON A. DRURY
Major, Air Corps
District Civilian Personnel Officer

CONFIDENTIAL

CONFIDENTIAL





CONFIDENTIAL)

COPY
mh

AAF CENTRAL PROCUREMENT DISTRICT DE MICH JULY2, 1943 022206Z INA

AAF AREA SUPERVISOR
607 ENCIHER BUILDING
617 VINE STREET
CINCINNATI, OHIO

CPD 80-28 REQUEST IMMEDIATE RETURN OF REQUISITIONS NO C43-18987 TO
NO C43-18995 INCLUSIVE, ALSO REQUISITION NO C43-19002. FND AFAMC.

JOHNSON AAF CENTRAL PROCUREMENT DISTRICT

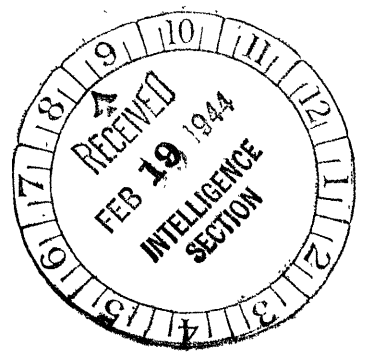
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CONFIDENTIAL

EXHIBIT D

CONFIDENTIAL

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31 January 1944

MEMORANDUM

TO: Assistant Chief of Air Staff Personnel
Attention: Civilian Personnel Division

1. This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Laura A. Hooper, 1526 Linn Street, Cincinnati, Ohio, alleging that race discrimination was practiced against her in her effort to obtain training and employment as a Junior Procurement Officer under the Army Air Forces Central Procurement District.

2. The complaint alleges as follows:

Mrs. Hooper appeared at the offices of the United States Civil Service Commission, Cincinnati, Ohio, January, 1943, and was qualified and placed on the eligible register for Junior Procurement Inspector for the United States Army Air Forces; that on July 3, 1943, under Central Procurement Requisition No. 136, she was certified for training school for Junior Procurement Officer at Pittsburgh, and that she was referred to a personnel officer, whose name she does not know, but whose initials are "DWM" and whose office is located at 607 Enquirer Building, Cincinnati, Ohio; that when she stated her mission she was immediately told, "The school quota has just been filled"; that on August 4, 1943, she was again certified for training school for Junior Procurement Officer at Pittsburgh and was referred to the same office, where she went within one-half hour after leaving the Civil Service Commission office, and had the identically same experience, being told, "The school quota has just been filled"; that she is a Negro and alleges that she believes the discrimination is because of her race.

3. May the facts in this case be investigated to determine whether there has been any violation of Executive Order 9346 and the directives of this department forbidding race discrimination in Federal employment?

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

Copied

Region V
Cleveland 14, Ohio

Mr. Will Maslow
Director of Field Operations

January 6, 1944

William T. McKnight
Regional Director
Request for further action

V:WTM:mb

Re: Complaint of Mrs. Laura A. Hooper
1526 Linn Street, Apt. 702
Cincinnati, Ohio
Against the United States Army Air Forces
Central Procurement District
607 Enquirer Building
Cincinnati, Ohio

On August 4, 1943, a complaint was filed with the Central Office of the Committee in Washington, and later transmitted to the regional office, together with the report of Dr. E. G. Trimble of investigations made by him in the Cincinnati area. The transmittal accompanying the complaint indicated some difficulty had arisen as to its proper disposition and suggested that the same be done according to the procedure established in the region.

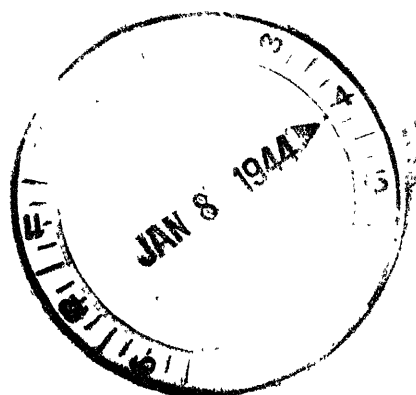
Mrs. Hooper alleges that she appeared at the offices of the United States Civil Service Commission, Cincinnati, Ohio, January, 1943, and was qualified and placed on the eligible register for Junior Procurement Inspector for the United States Army Air Forces; that on July 3, 1943, under Central Procurement Requisition No. 136, she was certified for training school for Junior Procurement Officer at Pittsburgh, and that she was referred to a personnel officer, whose name she does not know, but whose initials are "DWH" and whose office is located at 607 Enquirer Building, Cincinnati, Ohio; that when she stated her mission she was immediately told, "The school quota has just been filled"; that on August 4, 1943, she was again certified for training school for Junior Procurement Officer at Pittsburgh and was referred to the same office, where she went within one-half hour after leaving the Civil Service Commission office, and had the identically same experience, being told, "The school quota has just been filled"; that she is a Negro and alleges that she believes the discrimination is because of her race.

- 2 -

Will you kindly refer this matter to the appropriate authorities for investigation.

(Weekly Report of January 10, 1944, will close file No. 5-GR-224, which case was docketed by the Central Office against the Civil Service Commission, against whom no evidence exists of discrimination with reference to this complaint.)





TO: [illegible]
FROM: [illegible]
SUBJECT: [illegible]

[Several lines of very faint, illegible text follow, likely representing the body of a letter or document.]

COPY

WAR DEPARTMENT
WASHINGTON, D.C.

CONFIDENTIAL

31 January 1944

MEMORANDUM

TO: Assistant Chief of Air Staff, Personnel
Attention: Civilian Personnel Division

1. This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Laura A. Hooper, 1526 Linn Street, Cincinnati, Ohio, alleging that race discrimination was practiced against her in her effort to obtain training and employment as a Junior Procurement Officer under the Army Air Forces Central Procurement District.

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3. May the facts in this case be investigated to determine whether there has been any violation of Executive Order 9346 and the directives of this department forbidding race discrimination in Federal employment?

/s/ Truman K. Gibson, Jr.,
Civilian Aide to the Secretary of War.

EXHIBIT E

CONFIDENTIAL

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

January 28, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Re: U. S. Army Air Forces
Central Procurement District
Cincinnati, Ohio

Dear Mr. Gibson:

Enclosed please find a summary of a complaint filed in Region V of our organization. It is requested that you investigate this matter pursuant to our agreement, and transmit to us the results of your investigation as soon as possible.

Very truly yours,

Will Maslow

Will Maslow
Director of Field Operations

Enclosure



16 August 1943

Mrs. Vivian B. Hunter
150 West 140th Street
New York 30, New York

Dear Mrs. Hunter:

Your letter of 29 July addressed to the President and Mrs. Roosevelt has been referred to this office.

I would appreciate any specific facts that you may have in your possession to verify the charges of discrimination that you made in your letter. I quite understand your attitude. It would be idle to deny that discriminations against Negroes has existed. However, action can only be taken when specific facts are furnished.

Yours very truly,

Truman K. Gibson, Jr.,
Acting Civilian Aide to the Secretary
of War.

copy 1/10/43

35

August 11, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

Transmitted herewith is a letter from Miss Vivian B. Hunter, 150 West 140th Street, New York City, 30, in which she discusses the problem of discrimination against Negroes in the armed forces.

Miss Hunter has been advised that her letter is being referred to you for whatever action you deem possible.

Sincerely yours,

Will Maslow
Director of Field Operations

attachment

Davidson/cbh

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C. 25

August 11, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

Transmitted herewith is a letter from Miss Vivian B. Hunter, 150 West 140th Street, New York City, 30, in which she discusses the problem of discrimination against Negroes in the armed forces.

Miss Hunter has been advised that her letter is being referred to you for whatever action you deem possible.

Sincerely yours,

Will Maslow

Will Maslow
Director of Field Operations

attachment



Vivian B. Hunter
150 West 145th St.
New York 30.



BRONX CENTRAL
ANNEX



President and Mrs. F. D. Roosevelt
White House
Washington
D. C. (12)

WAR PRODUCTION BOARD LABOR DIVISION	FROM: Hunters Vivian, B.	FILE DESIGNATION			
	New York, N.Y., L. Y.	NO.			
	Army Nurse Corps Navy Nurse Corps	011557			
	DATE: 7-29-43	RFRD: Donovan	RFRD: Donovan	RFRD: Donovan	RFRD:
	RFRD: Donovan	RFRD: Donovan	RFRD: Donovan	RFRD:	NO REPLY
	DATE: 8-3-43	DATE: 8-3-43	DATE: 8-17-43	DATE:	ANS'D
LABOR DIVISION - DIVISIONAL FILE COPY				ACKLGD. 8/11/43	
Army & Navy accepts a very limited number of Negro Nurses.				REMARKS. <input type="checkbox"/>	
F 701 RFI ab				21	

Com. on P
0. 2
July 29, 1943 - 1943
my dear Mr. and Mrs. Roosevelt
Because I believe that you both
are interested in the problem of minority
groups, I am writing to ask what
you intend to do about the problems
of colored people in this country,
Our own U. S. A. 011557

Being a nurse, many girls come
to me and speak with perplexity
about their problems - they want to
go into the Army and Navy Nurse
Corps and because they are colored
the Army takes only a few - there
are girls in Harlem Hospital who

worse. They are lynched, beaten,³ thrown into guard houses when they try to defend themselves from being called "niggers" or worse - yet they are expected to have the same high morale as the white boys.

Knowing that production of peaked proportions is necessary to keep our boys supplied with war materials, Negroes are still jim-crowed by unions (i.e. Kaiser plants), are not given work which they are prepared for; riots are continually breaking out in defence areas. All this tends to slow up production ²⁴

have been examined² by the Army Nurse doctors - passed their physical examinations and were told that there were no vacancies for Negro nurses - the Navy refuses to take any colored nurses at all. Yet every time one turns on the radio, one hears how desperately "nurses" are needed. Does it make sense to either of you? It doesn't to me.

Further, black boys and white boys are fighting for "Democracy" - yet the black boy is put in segregated camps, discrimination is rampant in the camps, on trains while travelling, they are given little chance for advancement.²³

prolonging the ⁴war - keeping my
brothers and your sons from
home. Yet you let this situation
go on.

Make the F. E. P. strong, Mr. Roosevelt,
urge the passage of the Anti-lynch bill,
and the ^{anti-}poll-tax bill - introduce
legislation enforcing the Bill of Rights
for Negroes, Mr. & Mrs. Roosevelt - or
blood shed will continue - lives lost
in vain. Our colored boys cannot suf-
fer long the tortures and insults that
have been forced on them!

Sincerely,
Civian B. Hunter ²⁴

31 January 1944

MEMORANDUM

TO: Assistant Chief of Air Staff Personnel
Attention: Civilian Personnel Division

1. This office has received from the President's Committee on Fair Employment Practice the complaints of Lewis J. Fuller, James H. L. Johnson, James M. Henley, Robert C. Campbell and William Drake, all of Cleveland, Ohio, alleging that race discrimination was practiced against them in their efforts to secure employment as patrolmen at the Army Air Forces Government Furnished Equipment Depot No. 2, Cleveland, Ohio.

2. The complaints allege as follows:

Each of the above named complainants, in answer to an advertisement for patrolmen at the establishment above named, applied to the officer in charge, one, Captain George Eager, or to his secretary, Miss Greeger, or to his Aide, name unknown, stating substantially as to each that he was a veteran of World War I, that he was in good health, that he knew the use of firearms and that he wanted a job as a patrolman. Each applicant was told that no jobs were available (during a period between November 3 and November 29, 1943) and that all openings advertised in the paper had been filled. Mr. James Seymore is presently employed as a guard at the above named establishment and stated on his personal knowledge that subsequent to the application made and interview of Mr. Fuller, three white guards were employed. No one of the applicants would accept a job as laborer or truck driver, the only ones being offered to them.

3. May the facts in this case be investigated to determine whether there has been any violation of Executive Order 9346 and the directives of this department forbidding race discrimination in Federal employment?

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

6/11/44

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

January 28, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Re: U.S. Army Air Forces
Government Furnished Equipment Depot
Cleveland, Ohio
Case No. 5-GR-211,212, 213,214,215

Dear Mr. Gibson:

Enclosed please find a summary of complaints filed in Region V of our organization. It is requested that you investigate this matter pursuant to agreement, and transmit to us the results of our investigation as soon as possible.

Very truly yours,

Will Maslow

Will Maslow
Director of Field Operations

Enclosure



Region V
Cleveland 14, Ohio

Mr. Will Maslow
Director of Field Operations

January 6, 1944

William T. McKnight
Regional Director

V:TM:mb

Request for further action

Re: Complaints of,

✓ Lewis J. Fuller
13321 Mainfleet Avenue
Cleveland, Ohio
Case No. 5-GR-211

Robert C. Campbell
2400 East 40 Street
Cleveland, Ohio
Case No. 5-GR-214

James H. L. Johnson
2819 East 89 Street
Cleveland, Ohio
Case No. 5-GR-212

William Drake
5712 East 144 Street
Cleveland, Ohio
Case No. 5-GR-215

James M. Henley
4510 Case Avenue
Cleveland, Ohio
Case No. 5-GR-213

Against United States Army Air Forces, Government Furnished
Equipment Depot No. 2, 11551 Berea Road, Cleveland, Ohio

A letter signed by Charles S. Taylor, Commander of Major John Fulton Post No. 3362, Veterans of Foreign Wars of U.S.A., was sent to this office some time in October. The same was undated and merely was to inform the Regional Director that Comrade Lewis Fuller and Mr. James Seymore would present themselves at a later date to discuss a matter of discrimination with reference to employment of certain members of the above named Post.

Early in November, Messrs. Fuller and Seymore came to the regional office to discuss the situation which was said to involve approximately fifteen men, all members of the Post. These men were given fifteen complaint forms and told to distribute them among the aggrieved parties and to mail or deliver them to the regional office. To date only six of the complaint forms have been returned. However, the matter is one which should be referred to your office for contact with the War Department for investigation and adjustment.

Each of the above named complainants, in answer to an advertisement for patrolmen at the establishment above named, applied to the officer in charge, one, Captain George Eager, or to his secretary, Miss Greeger, or to his Aide, name unknown, stating substantially as to each that he was a veteran of World War I, that he was in good health, that he knew the use of firearms and that he wanted a job as a patrolman. Each applicant was told that no jobs were available (during a period between November 3 and November 29, 1945) and that all openings advertised in the paper had been filled. Mr. James Seymore is presently employed as a guard at the above named establishment and stated on his personal knowledge that subsequent to the application made and interview of Mr. Fuller, three white guards were employed. No one of the applicants would accept a job as laborer or truck driver, the only ones being offered to them. This matter is being transmitted to you for investigation by Mr. Truman K. Gibson, Acting Civilian Aide to the Secretary of War.

OSW-Ex. 271
LRL/now

8 March 1944

Mr. Will Maslow
Director of Field Operations
President's Committee on
Fair Employment Practice
Standard Oil Building
Third and Constitution Avenue, N.W.
Washington, D. C.

Dear Mr. Maslow:

On 28 January 1944 you forwarded to this office the complaints of Lewis J. Fuller, James H.L. Johnson, James M. Henley, Robert C. Campbell and William Drake who alleged that race discrimination had been practiced against them in their effort to secure employment as Patrolmen at the Army Air Forces Materiel Command, G.F.E. Depot No. 2, Cleveland, Ohio.

The report of the investigation into this complaint states as follows:

On or about 20 October 1943, the complaining personnel made application to Captain George Eager to be considered for members of the guard force at this depot. They were interviewed personally by Captain George Eager and by the civilian assistants. Their application stated that the lowest salary that they would consider was \$2100 per annum.

The applicants appeared to be suitably fit for guard duty, but they were told that no jobs were available for guards at that salary. It has been the practice of this station to pay guards \$1680 per annum as a starting wage.

Requests for patrolmen were on file at the local Civil Service Office at that time. Six of them were for Junior Patrolmen, CPC-5, \$1680 per annum, and one of them was for Patrolman, CPC-6, \$1860 per annum; however this was a name request, bearing the name of Mr. Maher. Mr. Maher had preference over other employees, since he was a reappointment from Civil Service, having previously been employed by the R.F.C. as a guard.

Upon inquiry with the Civil Service Commission, as of this date, it was ascertained that the Civil Service Commission had entered an ad in the paper for patrolmen, at base salary \$1860 per annum. This ad was not requested by

copy

Mr. Will Maslow
8 March 1944

Page - 2 -

this station. It apparently was based upon the open requisitions in the Civil Service Office from this station, and also from other requesting Governmental agencies, including the N.A.C.A. Laboratory at the Cleveland Airport.

It was further explained to the subject applicants that this station was hiring only middle aged and elderly men for the guard force, in that they could perform duties aiding the war effort by acting as guards; whereas, younger men could be more useful to the war effort in more vigorous duties. It was further explained to the applicants that younger men already employed by the depot had requested assignment as guards at this station, and that their requests had been refused, and it would be unfair to these present employees to hire new men of relatively youthful ages.

The three white guards, which were employed subsequent to the applications made by the above mentioned men, and mentioned in the complaint included in the basic communication, were as follows:

- a. Mr. Savage
Age 54
Hired at starting wage of \$1680 per annum
- b. Mr. Maher
Age 55
Hired at \$1860 per annum (see paragraph 4, above)
- c. Mr. Levin
Age 21
Hired at starting wage of \$1680 per annum. (Mr. Levin was employed as a guard through a mix up in the personnel department, and resigned at the end of three days.)

All of the above were hired in line with the open requisitions in the Civil Service Commission office, as mentioned in paragraph 5 above. All of these men were hired at salaries decidedly below that requested by the subject applicants.

The subject applicants were thoroughly interviewed and offered other positions in the warehouse at lower per annum pay. All applicants refused to accept other positions.

There was absolutely no race discrimination involved in any of these cases. The applicants were treated as would be any applicant, and there were no positions open in the guard force

Mr. Will Maslow
8 March 1944

Page - 3 -

at \$2100 per annum, as was so stated to them. It is believed that further evidence that this station did not discriminate against them for racial reasons, is that Mr. James Seymore, a colored guard, was currently on duty at the time. His services had been satisfactory, and he was in excellent standing in the guard force.

Copies of the applications of Mr. Fuller, Mr. Campbell and Mr. Henley were forwarded with the report. As stated in the report, each applicant in answer to the question "What is the lowest salary you will accept?" said "\$2100 a year."

In these circumstances, it appears that the investigation has failed to substantiate the charge of race discrimination. However, if the complainants are still interested in employment as patrolmen at G.F.E. Depot No. 2, Cleveland, I suggest that they file new applications stating that they will accept a salary of \$1680 a year and ask consideration for the first vacancies which may occur.

Sincerely yours,

Truman K. Gibson, Jr.
Civilian Aide to the Secretary
of War

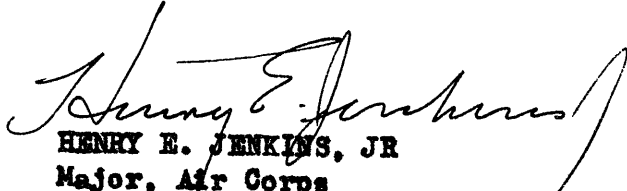
CONFIDENTIAL

Fuller, Lewis J. & Others 1st Ind AFPCP-E
Hq Army Air Forces, Washington, 25, D. C. 4 February 1944

To: Commanding General, Fairfield Air Service Command, Patterson Field
Fairfield, Ohio.

For investigation and report on allegations of racial discrimination
at AAF Government Furnished Equipment Depot No. 2, Cleveland, Ohio.

By command of General ARNOLD:


HENRY E. JENKINS, JR
Major, Air Corps
Chief, Personnel Standards Branch
Civilian Personnel Division
Office of Asst Chief of Air Staff,
Personnel

2nd Ind


FASC 4-L
TMM/ps

Hq, FASC, Patterson Field, Fairfield, Ohio, 8 February 1944.

TO: Commanding Officer, Central District, G.F.E. Depot No. 2, 11551 Berea Rd.,
Cleveland, Ohio.

Forwarded for compliance with request made in first Indorsement. It is
requested that the report be submitted to this office not later than 12 Febru-
ary 1944.

For the Commanding Officer:


R. D. PENLAND, 9.4.3.
Lt. Col., Air Corps,
Chief, Civilian Personnel Section.

CONFIDENTIAL

PERSONNEL & TR. DIV.
FASC.

1944 FEB 7 11:32

RECEIVED
FASC HQ.

FEB 7 08 33 1944
MAIL & DISTRIBUTION
CENTER

TO: SAC, NEW YORK
FROM: SAC, PHOENIX
SUBJECT: [Illegible]

12:16
1944 FEB 7

CONVET

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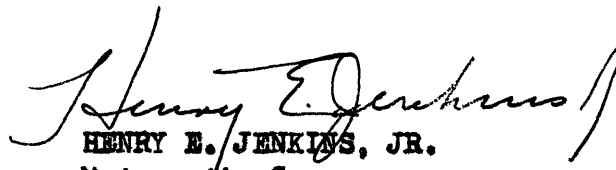
CONFIDENTIAL

Fuller, Lewis J. & Others ^{4th Wrapper Inc.}
Hq Army Air Forces, Washington 25, D. C. ~~3rd ind~~ AFPCP-E
29 February 1944

To: WD, Office of the Secretary, Civilian Aide

In compliance with request in basic communication 31 January 1944.

For the Commanding General, Army Air Forces:



HENRY E. JENKINS, JR.
Major, Air Corps
Chief, Personnel Standards Branch
Civilian Personnel Division
Office of Asst Chief of Air Staff,
Personnel

1 Incl.
n/c

CONFIDENTIAL

CONFIDENTIAL

Fuller, Lewis J. & Others
Hq Army Air Forces, Washington 25, D. C.

4th Wrapper Ind.
~~3rd Ind~~

AFPCP-E

29 February 1944

To: WD, Office of the Secretary, Civilian Aide

In compliance with request in basic communication 31 January 1944.

For the Commanding General, Army Air Forces:

HENRY E. JENKINS, JR.
Major, Air Corps
Chief, Personnel Standards Branch
Civilian Personnel Division
Office of Asst Chief of Air Staff,
Personnel

1 Incl.
n/c

CONFIDENTIAL

Subj: Fuller, Louis J.
and Others

2nd Wrapper Ind.

HRC:ihz

Office of the District Supervisor, Army Air Forces, Materiel Command,
Central Procurement District, 8505 W. Warren Ave., Detroit 32, Mich.
15 February 1944.

To: Commanding General, AAF Materiel Command, Wright Field, Dayton, Ohio.
Attention: Personnel Officer.

1. Basic communication with 1st and 2nd Indorsements and 2nd Wrapper Indorsement thereto are forwarded herewith for the attention of your office and forwarding to Chief, Personnel Standards Branch, Civilian Personnel Division, Office of Assistant Chief of Air Staff, Personnel.

2. It is believed that the 1st Wrapper Indorsement from the Commanding Officer of G. F. E. Depot No. 2, Cleveland, Ohio, and supporting papers indicate that there was no racial discrimination against subject individuals.

3. The Commanding Officer, G. F. E. Depot No. 2, Cleveland, Ohio, has been requested by this office to advise Chief, Civilian Personnel Section, Hq., FASC, Patterson Field, Fairfield, Ohio, that this matter is being handled through channels of Materiel Command.

For the District Supervisor:



HERBERT R. CONOVER
Lt. Colonel, Air Corps
District Personnel Officer

cc: Commanding Officer
G. F. E. Depot No. 2
Cleveland, Ohio

3rd Wrapper Ind.

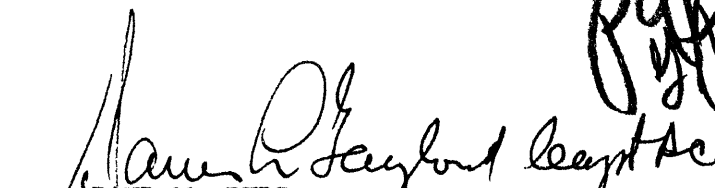
JLG:GHB:HQJ

Headquarters, AAF Materiel Command, Wright Field, Dayton, Ohio. 17 February 1944.

To: Chief, Personnel Standards Branch, Civilian Personnel Division, Office of Assistant Chief of Air Staff, Personnel, Washington 25, D. C.

1. Forwarded.

For the Commanding General:



PAUL W. BELL
Major, Air Corps
Chief, Personnel Section

CONFIDENTIAL

C-2-531
123
B-2-205-63

HQ. AAF
21 FEB 1944
CLASSIFIED MAIL SECTION

M. 2000

5:28

WAR DEPARTMENT
WASHINGTON, D. C.

CONFIDENTIAL

31 January 1944
pre-00

MEMORANDUM

TO: Assistant Chief of Air Staff Personnel
Attention: Civilian Personnel Division

1. This office has received from the President's Committee on Fair Emoloyment Practice the complaints of Lewis J. Fuller, James H. L. Johnson, James M. Henley, Robert C. Campbell and William Drake, all of Cleveland, Ohio, alleging that race discrimination was practiced against them in their efforts to secure employment as patrolmen at the Army Air Forces Government Furnished Equipment Depot No. 2, Cleveland, Ohio.

2. The complaints allege as follows:

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3. May the facts in this case be investigated to determine whether there has been any violation of Executive Order 9346 and the directives of this department forbidding race discrimination in Federal employment?

Truman K. Gibson, Jr.
Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

CONFIDENTIAL



HO AAF
1 FEB 44

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED

DATE 11/19/01 BY SP-6/STP

EX-100

SECRET

CONFIDENTIAL

1st Wrapper Ind.

GE:rs

Army Air Forces, Materiel Command, G.F.E. Depot No. 2, 11551 Berea Road,
Cleveland 1, Ohio. 10 February 1944

TO: District Supervisor, Central Procurement District, AAF Materiel Command,
8505 West Warren Avenue, Detroit 32, Michigan. Attention: District Personnel
Officer.

1. Reference basic communication and first and second indorsement, a complete report covering the circumstances of this case is outlined below. It is requested that whatever further action is necessary be directed by the District Supervisor.

2. On or about 20 October 1943, the complaining personnel made application to the writer to be considered for members of the guard force at this depot. They were interviewed personally by the writer and by the civilian assistants. Their application stated that the lowest salary that they would consider was \$2100 per annum.

3. The applicants appeared to be suitably fit for guard duty, but they were told that no jobs were available for guards at that salary. It has been the practice of this station to pay guards \$1680 per annum as a starting wage.

4. Requests for patrolmen were on file at the local Civil Service Office at that time. Six of them were for Junior Patrolmen, CPC-5, \$1680 per annum, and one of them was for patrolman, CPC-6, \$1860 per annum; however this was a name request, bearing the name of Mr. Maher. Mr Maher had preference over other employees, since he was a reappointment from Civil Service, having previously been employed by the R.F.C. as a guard.

5. Upon inquiry with the Civil Service Commission, as of this date, it was ascertained that the Civil Service Commission had entered an ad in the paper for patrolmen, at base salary \$1860 per annum. This ad was not requested by this station. It apparently was based upon the open requisitions in the Civil Service Office from this station, and also from other requesting Governmental agencies, including the N.A.C.A. Laboratory at the Cleveland Airport.

6. It was further explained to the subject applicants that this station was hiring only middle aged and elderly men for the guard force, in that they could perform duties aiding the war effort by acting as guards; whereas, younger men could be more useful to the war effort in more vigorous duties. It was further explained to the applicants that younger men already employed by the depot had requested assignment as guards at this station, and that their requests had been refused, and it would be unfair to these present employees to hire new men of relatively youthful ages.

7. The three white guards, which were employed subsequent to the applications made by the above mentioned men, and mentioned in the complaint included in the basic communication, were as follows:

- a. Mr. Savage
Age 54
Hired at starting wage of \$1680 per annum
- b. Mr. Maher
Age 55
Hired at \$1860 per annum (See paragraph 4, above)

CONFIDENTIAL

District Supervisor
10 February 1944

-2-

CONFIDENTIAL

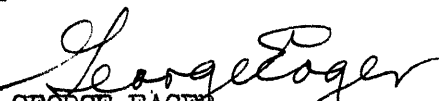
GE:rs

- c. Mr. Levin
Age 21
Hired at starting wage of \$1680 per annum. (Mr. Levin was employed as a guard through a mix up in the personnel department, and resigned at the end of three days.)

All of the above were hired in line with the open requisitions in the Civil Service Commission office, as mentioned in paragraph 5 above. All of these men were hired at salaries decidedly below that requested by the subject applicants.

8. The subject applicants were thoroughly interviewed and offered other positions in the warehouse at lower per annum pay. All applicants refused to accept other positions.

9. There was absolutely no race discrimination involved in any of these cases. The applicants were treated as would be any applicant, and there were no positions open in the guard force at \$2100 per annum, as was so stated to them. It is believed that further evidence that this station did not discriminate against them for racial reasons, is that Mr. James Seymore, a colored guard, was currently on duty at the time. His services had been satisfactory, and he was in excellent standing in the guard force.]


GEORGE EAGER,
Captain, Air Corps,
Commanding.

Incl. Cys. Form 57 (3)

CONFIDENTIAL

Standard Form No. 57
Approved April 9, 1942
(Revised July 1942)
U. S. CIVIL SERVICE COMMISSION
S. C. Dept. Cir. No. 332

TRUE COPY
APPLICATION FOR FEDERAL EMPLOYMENT

INSTRUCTIONS.—Answer every question clearly and completely. Typewrite or write legibly in BLACK INK, to insure clear photographic copies for appointing agencies. If you are applying for a specific United States Civil Service Examination, read the Examination Announcement carefully, follow all directions, and mail this application to the office named therein; if not, mail with an explanatory letter to the U. S. CIVIL SERVICE COMMISSION, WASHINGTON, D. C., unless otherwise directed. Notify same office of any change of address.

This space for agency use:

ANNO. NO.

APP. NO.

1. Name of examination, if any; or name of position applied for: <u>Patrolman Army Air Corp</u>	AV.	This space for U. S. Civil Service Commission	To U. S. Civil Service Commission
2. Place of examination (if a written test), or place of employment applied for: <u>Cleveland, Ohio</u> (City and State)			
3. Optional subject (if mentioned in examination announcement):			

4. -- Mr. <u>Lewis Jackson Fuller</u> (First name) (Middle) (Maiden, if any) (Last)	O. S.	
5. <u>13321 Wainfleet Ave.,</u> (R. D. or street and number) <u>Cleveland, Ohio</u> (City or post office, and State)	Gr.	
6. Date of birth (month, day, year): <u>6/13/91</u>	E & E.	
7. Age last birthday: <u>52</u>	P & D.	
8. Date of this application: <u>10/23/43</u>	Ini.	
9. Legal or voting residence: State <u>Ohio</u>	Preference:	Adm'd exam.
10. Telephone numbers: <u>CL. 2582</u> (Residence phone) <u>CL. 2582</u> (Business phone)	-- Allowed—	Approved by
11. (a) Check one: <input checked="" type="checkbox"/> Male. <input type="checkbox"/> Female. (b) Check one: <input type="checkbox"/> Single. <input type="checkbox"/> Separated. <input checked="" type="checkbox"/> Married. <input type="checkbox"/> Divorced.	-- Veteran.	Exam. date
12. Height, with out shoes: <u>5</u> ft. <u>7 1/2</u> in. Weight: <u>67 1/2</u> lb.	-- Disability.	Not. Ra.
13. Where were you born? <u>Chatham County, North Carolina</u> (Town) (State or country)	-- Widow.	Date Reg.
	-- Disallowed.	-- Material att'd.
	-- Closed.	-- Material filed.
	-- Indian.	-- Material ret.

Indicate "Yes" or "No" answer by placing X in proper column	Yes	No	Indicate "Yes" or "No" answer by placing X in proper column	Yes	No
14. Are you a citizen of the United States? Unless otherwise instructed, naturalized citizens must submit, along with this application, Naturalization Certificate; other foreign-born, documentary proof of citizenship. Documents will be returned.	<input checked="" type="checkbox"/>		22. (a) Were you ever in the U. S. military or naval service? If so, give branch of service and date of last discharge: <input checked="" type="checkbox"/> Army. <input type="checkbox"/> Navy. <input type="checkbox"/> Marine. <input type="checkbox"/> Coast Guard. Date	<input checked="" type="checkbox"/>	
15. Have you ever been arrested, or summoned into court as a defendant, or indicted, or convicted, or fined, or imprisoned, or placed on probation, or has any case against you been filed, or have you ever been ordered to deposit collateral for alleged breach or violation of any law or police regulation or ordinance whatsoever? If so, list all cases, without any exception whatsoever, under Item 45, page 4, giving in each case (1) the date, (2) your age at the time, (3) the place where the alleged offense or violation occurred, (4) the name and location of the court, (5) the nature of the offense or violation, (6) the penalty, if any, imposed, or other disposition. The above question includes arrests by military or naval authorities and disciplinary action imposed by courts martial, as well as in civil cases. If appointed, your fingerprints will be taken.	<input checked="" type="checkbox"/>		(b) Were all discharges granted under honorable conditions? (c) Have you already established military preference with the Civil Service Commission? If so, check kind of preference below: <input checked="" type="checkbox"/> Veteran. <input type="checkbox"/> Disabled. <input type="checkbox"/> Wife of disabled. <input type="checkbox"/> Veteran. <input type="checkbox"/> Disabled. <input type="checkbox"/> Wife of disabled. <input type="checkbox"/> Veteran.	<input checked="" type="checkbox"/>	
16. (a) Have you any physical defect or disability whatsoever? (b) Have you ever had a nervous breakdown? If your answer to either (a) or (b) is yes, give full particulars under Item 45, page 4.		<input checked="" type="checkbox"/>	23. Have you registered under the Selective Service Act? If so, give address and number of local board: <u>Board No. 18</u> <u>East 55th St.</u> If classified, give your classification. Your order number	<input checked="" type="checkbox"/>	
17. Do you advocate or have you ever advocated, or are you now or have you ever been a member of any organization that advocates the overthrow of the Government of the United States by force or violence? If so, give complete details under Item 45.		<input checked="" type="checkbox"/>	24. (a) Are you now a member of any branch of military or naval reserve? If so, give name of organization. (b) Are you now on active duty?		<input checked="" type="checkbox"/>
18. Have you ever been discharged for misconduct or unsatisfactory service, or forced to resign from any position? If so, state (under Item 45) when and where employed and give the name and address of your employer and the reason for your discharge or forced resignation in each case.		<input checked="" type="checkbox"/>	25. Give number of persons completely dependent on you, other than husband or wife: <u>None</u>		
19. Within the past 12 months, have you used intoxicating beverages? If so, specify: <input checked="" type="checkbox"/> Occasionally. <input type="checkbox"/> Habitually. <input type="checkbox"/> To excess.	<input checked="" type="checkbox"/>		26. Would you accept short-term appointment? <input checked="" type="checkbox"/> 6 months. <input type="checkbox"/> 3 months. <input type="checkbox"/> 1 month.		
20. Are any members of your family or relatives (either by blood or by marriage), employed by the United States Government, excluding persons in the armed forces? If so, give name, address, relationship, and branch of service of each such relative under Item 45.		<input checked="" type="checkbox"/>	27. (a) Would you accept appointment anywhere offered in the United States? Give location preferences: (b) Would you accept appointment outside the United States? Give locations acceptable: (c) Would you accept appointment in Washington, D. C.? If so, and if you are applying for a specific examination, refer to the examination announcement to see if the Certificate of Residence (C. S. C. Form 12) is to be submitted. Proof of residence is required for many kinds of positions.		<input type="checkbox"/> No. <input type="checkbox"/> No. <input type="checkbox"/> No.
21. Are you NOW employed by the Federal Government? (a) If so, <u>Army Air Corp</u> (Department or agency) <u>Cleveland, Ohio</u> (Bureau) (Location) (b) If you now are or have ever been so employed, give dates: from <u>Sept. 20, 1943</u> (Month) (Year) to <u>Present</u> (Month) (Year) 19 (Year)	<input checked="" type="checkbox"/>		28. What is the lowest entrance salary you will accept? <u>2100</u> per yr. You will not be considered for positions paying less.		
			29. If you are willing to travel specify: <input checked="" type="checkbox"/> Occasionally. <input type="checkbox"/> Frequently. <input type="checkbox"/> Constantly.		
			30. How much notice will you require to report for work? <u>None</u>		

Print or type your name here as in Item 4 Lewid Jackson Fuller

31. (a) Have you ever **filed** applications for any Federal civil service examinations? Yes No
(If so, list them below.)

Titles of examinations	Examined in what cities	Month and year	Ratings
Senior Packer	Cleveland, Ohio	9/16/43	?

(b) Have you **passed** any State or other civil service examination (other than the above) within the last 5 years? (If so, give details under Item 45) Yes No

32. EDUCATION: (a) Circle highest grade completed, elementary or high school: 1 2 3 4 5 6 7(8) 9 10 11 12. Did you graduate? Yes No

Name and location of school	Dates attended		Years completed		Degrees conferred		Semester hours credit
	From—	To—	Day	Night	Title	Date	
(b) College or university							
(c) Other						Studies	

(d) List your four chief undergraduate subjects	Semester hrs.	List your four chief graduate subjects	Semester hrs.

33. Indicate your knowledge of foreign languages.	READ			SPEAK			UNDERSTAND			34. Are you now a licensed member of any trade or profession (such as electrician, radio operator, pilot, lawyer, CPA, etc.)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	Exc.	Good	Fair	Exc.	Good	Fair	Exc.	Good	Fair	
No										If not, have you ever been licensed? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
										Give kind of license and State
										Earliest license (year)
										Most recent license (year)

35. REFERENCES: List five persons, who are not related to you by blood or marriage, who live in the United States, and who are or have been mainly responsible for close direction of your work, or who are in a position to judge your work critically in those occupations in which you regard yourself as best qualified.

Full name	Address (Give complete address, including street and number)	Business or occupation
Charles S. Taylor	2190 E. 69th St., Cleveland	Clerk
Arthur Smith	Sol. & Sailors Relief	Commissioner
Harold T. Cassaway	504 Prospect-Fourth Bldg.	Attorney
D. J. Dye	# 93rd and Woodland Ave.	Gas Station
C. R. Worthy	5913 Central Ave.	Minister

36. May inquiry be made of your present employer regarding your character, qualifications, etc.? Yes No

37. EXPERIENCE: In the space furnished below give a record of every employment, both public and private, which you have had since you first began to work. **Start with your present position and work back to the first position you held**, accounting for all periods of unemployment. Describe your field of work and position and, except for employments held less than three months, give your duties and responsibilities in such detail as to make your qualifications clear. Give name you used on pay roll if different from that given on this application.

PRESENT POSITION	Place <u>Cleveland</u> <u>Ohio</u>	Exact title of your position <u>Sr. Packer</u>	Salary: Starting, \$ <u>1500</u>
	From <u>9/20</u> ^(City) 19 <u>43</u> to <u>Present</u> ^(State) 19 <u> </u>		Per <u>Yr</u> Final, \$ <u> </u>
	Name of employer: <u>U.S. Army Air Corp</u>	Duties and responsibilities <u>Tow Motor Driver</u>	
	Address <u>11551 Berea Rd.,</u> <u>Cleveland, Ohio</u>		
	Kind of business or organization: <u>Army</u>		
Number and class of employees you supervised <u>No</u>			
Name and title of your immediate supervisor	Machines and equipment you used <u>Tow Motor</u>		

Place Bluefield, West Virginia
From 1908 to 1911
Employer N & W R.R. Co.
Address: Bluefield, West Virginia
Kind: Railroad Company
Immediate Supervisor Mr. Hubbard
Reason for Leaving To go to
school

Position Brakeman
Salary \$110.00 per mo.

Place Graham, Virginia
From 1907 to 1908
Employer Mrs. Sherhouser
Address Graham, Virginia
Kind Restaurant
Immediate Supervisor Owner
Reason for Leaving To go to school

Position Dishwasher
Salary \$3.50 per wk.

(George W. Coles)

U.S. DEPARTMENT OF LABOR

Place Cleveland Ohio
From 12 1942 To 5 1943
Name of employer: Fisher Body - Plant No. 2
Address Riverside Rd.
Cleveland, Ohio
Kind of business or organization: Airplane Plant
Number and class of employees you supervised No
Name and title of your immediate supervisor Mr. Sailor
Foreman
Reason for leaving No advancement
Exact title of your position Janitor Salary: Starting, \$.78
Per Final, \$.84
Duties and responsibilities Sweeping
Machines and equipment you used

Place Cleveland Ohio
From 27 1942 To 19 1942
Name of employer: Self
Address 6218 Hawthorne
Cleveland, Ohio
Kind of business or organization: Trucking
Number and class of employees you supervised
Name and title of your immediate supervisor None
Reason for leaving No business
Exact title of your position Truck Driver Salary: Starting, \$
Per Final, \$
Duties and responsibilities I was in the trucking business for myself
Machines and equipment you used

Place Cleveland Ohio
From 25 1925 To 27 1927
Name of employer: Cuyahoga Asphalt & Paving Co.
Address 105th and Woodland
Cleveland, Ohio
Kind of business or organization: Asphalt & Paving Business
Number and class of employees you supervised No.
Name and title of your immediate supervisor Bert Russell
Reason for leaving To go in business for self
Exact title of your position Laborer Salary: Starting, \$.75
Per hr Final, \$.75
Duties and responsibilities Keep asphalt ready for rakers
Machines and equipment you used

Place Cleveland Ohio
From 20 1920 To 19 1925
Name of employer:
Address
Kind of business or organization:
Number and class of employees you supervised
Name and title of your immediate supervisor
Reason for leaving
Exact title of your position Unemployed Salary: Starting, \$
Per Final, \$
Duties and responsibilities In August 1916 I worked for the Cleveland R.R. Co., as Asst. Yard Master, until April 27, 1918, at which time I was inducted into the U.S. Army. When I returned in 1919 I went back to work for the Cleve. R.R. Co. and worked until 1921, after which time I was unemployed until 1925.
Machines and equipment you used

38. Do you hold any position or office under any State, Territory, county, or municipality? Yes No
If so, give details under Item 45.

39. Do you receive any pension or other benefit (exclusive of Adjusted Service Certificate) for military or naval service, or an annuity from the U. S. Government under any Retirement Act? Yes No
If so, give details under Item 45.

40. Show name and address of wife's (or husband's) employer (if none, write "None"):
None

41. (a) Were any of the following members of your family born outside Continental U. S. A.? Yes No
--- Wife --- Husband --- Father --- Mother.

If so, indicate which by marking the appropriate space, and show under Item 45 for each, (1) full name, including maiden name of wife or mother; (2) birthplace; (3) native citizenship; and (4) if U. S. naturalized, date of naturalization.

(b) Have you any relatives, by blood or by marriage (excluding persons in the U. S. armed forces), now living in a foreign country? Yes No

If so, for each relative show under Item 45 the (1) name, (2) relationship (3) place of residence, (4) birthplace, (5) present citizenship, and (6) whether transient or resident.

42. List any special skills not shown in Question 37, such as operation of short-wave radio, multilith, key-punch, turret-lathe, or scientific or professional devices:

SKILL _____ SKILL _____

SKILL _____ SKILL _____

Words per minute in typing _____; stenography _____

Do you have a license to operate an automobile? Yes No

43. State what kind of work you prefer Patrolman

44. Give any special qualifications not covered elsewhere in your application, such as (a) your more important publications (do NOT submit copies unless requested); (b) your patents or inventions; (c) hobbies, construction of instruments, etc.

Nothing

45. Space for detailed answers to other questions:

Item No.	Write in left column numbers of items to which detailed answers apply
15	1927 - Traffic Violation
37	" "

If more space is required, use a sheet of THIN paper, size 8 x 10 1/4 inches. Write on each sheet your name, full address, date of birth, and examination title (if any). Use one side only. Enclose, unattached, with application.

If you claim preference for the Indian Service as an Indian, you must file with this application a certificate from the superintendent of the Indian agency where you are registered, or from the Commissioner, Bureau of Indian Affairs, showing that you have at least one-fourth Indian blood.

JURAT (OR OATH).—This jurat (or oath) must be executed.

The following oath must be taken before a notary public, the secretary of a United States civil service board of examiners, or other officer authorized to administer oaths, before whom the applicant must appear in person. The following are among those not authorized to administer this oath: Postmasters (except in Alaska), Army officers, post-office inspectors, and chief clerks and assistant chief clerks in the Railway Mail Service.

The composition and work in connection with any material required to be submitted for this examination are entirely my own, except where I have given full credit for quoted matter or the collaboration of others by quotation marks and references, and in the composition of the same I have received no assistance except as indicated fully in my explanatory statement.

I, the undersigned, DO SOLEMNLY SWEAR (OR AFFIRM) that the statements made by me in answer to the foregoing questions are full and true to the best of my knowledge and belief, SO HELP ME GOD.

If female, prefix "Miss" or "Mrs.," and if married use your own given name, as "Mrs. Mary L. Doe."

(Signature of applicant) /s/ Lewis J. Fuller

(Sign WITH PEN AND INK your name—one given name, initial or initials, and surname)

Subscribed and duly sworn to before me according to law by the above-named applicant this 23rd day of October, 1943, at city [or town] of Cleveland county of Cuyahoga, and State [or Territory or District] of Ohio

(Signature of officer) /s/ Maude H. Maddie

(Official title) /t/ Maude H. Maddie Notary Public

U. S. GOVERNMENT PRINTING OFFICE O-29094-1

My Commission Expires 8/44

Standard Form No. 57
Approved April 9, 1942
(Revised July 1942)
U. S. CIVIL SERVICE COMMISSION
C. S. C. Dept. Cir. No. 332

TRUE COPY
APPLICATION FOR FEDERAL EMPLOYMENT

INSTRUCTIONS.—Answer every question clearly and completely. Typewrite or write legibly in BLACK INK, to assure clear photographic copies for appointing agencies. If you are applying for a specific United States Civil Service Examination, read the Examination Announcement carefully, follow all directions, and mail this application to the office named therein; if not, mail with an explanatory letter to the U. S. CIVIL SERVICE COMMISSION, WASHINGTON, D. C., unless otherwise directed. Notify same office of any change of address.

This space for agency use:

ANNO. NO.

APP. NO.

1. Name of examination, if any; or name of position applied for: <u>Patrolman Army Air Corp</u>	AV.	This space for U. S. Civil Service Commission	To U. S. Civil Service Commission
2. Place of examination (if a written test), or place of employment applied for: <u>Cleveland, Ohio</u> (City and State)			
3. Optional subject (if mentioned in examination announcement):			Appor. Nonappor.

4. -- Mr. <input checked="" type="checkbox"/> <u>Robert Carl Campbell</u> -- Miss (First name) (Middle) (Maiden, if any) (Last)	O. S.		
5. <u>2400 East 40th Street</u> (R. D. or street and number) <u>Cleveland, Ohio</u> (City or post office, and State)	Gr.		
6. Date of birth (month, day, year): <u>2-17-97</u>	E & E.		
7. Age last birthday: <u>47</u>	P & D.		
8. Date of this application: <u>10/19/43</u>	Ini.		
9. Legal or voting residence: State <u>Ohio</u>	Preference: -- Allowed -- Veteran. -- Disability. -- Wife. -- Widowed. -- Disallowed. -- Closed.	Adm'd exam.	
10. Telephone numbers: (Residence phone) (Business phone)	Approved by	Exam. date	
11. (a) Check one: <input checked="" type="checkbox"/> Male. <input type="checkbox"/> Female. (b) Check one: <input type="checkbox"/> Widowed. <input checked="" type="checkbox"/> Single. <input type="checkbox"/> Married. <input type="checkbox"/> Separated. <input type="checkbox"/> Divorced.	Not. Ra.	Date Reg.	
12. Height with-out shoes: <u>6 ft. 4 in.</u> Weight: <u>230</u> lb.			-- Material att'd. -- Material filed.
13. Where were you born? <u>Lynchburg, Virginia</u> (Town) (State or country)	-- Indian.	-- Material ret.	

Indicate "Yes" or "No" answer by placing X in proper column	Yes	No	Indicate "Yes" or "No" answer by placing X in proper column	Yes	No
14. Are you a citizen of the United States? Unless otherwise instructed, naturalized citizens must submit, along with this application, Naturalization Certificate, other foreign-born, documentary proof of citizenship. Documents will be returned.	<input checked="" type="checkbox"/>		22. (a) Were you ever in the U. S. military or naval service? If so, give branch of service and date of last discharge: <input checked="" type="checkbox"/> Army. -- Navy. -- Marine. -- Coast Guard. Date <u>3/5/19</u>	<input checked="" type="checkbox"/>	
15. Have you ever been arrested, or summoned into court as a defendant, or indicted, or convicted, or fined, or imprisoned, or placed on probation, or has any case against you been filed, or have you ever been ordered to deposit collateral for alleged breach or violation of any law or police regulation or ordinance whatsoever? If so, list all cases, without any exception whatsoever, under Item 45, page 4, giving in each case (1) the date, (2) your age at the time, (3) the place where the alleged offense or violation occurred, (4) the name and location of the court, (5) the nature of the offense or violation, (6) the penalty, if any, imposed, or other disposition. The above question includes arrests by military or naval authorities and disciplinary action imposed by courts martial, as well as in civil cases. If appointed, your fingerprints will be taken.		<input checked="" type="checkbox"/>	(b) Were all discharges granted under honorable conditions? (c) Have you already established military preference with the Civil Service Commission? If so, check kind of preference below: -- Veteran. -- Disabled. -- Wife of disabled. -- Widow of veteran. If you are applying for a specific examination, and wish to claim veteran preference in connection with it, attach C. S. C. (Preference) Form 14, together with the evidence specified therein.	<input checked="" type="checkbox"/>	
16. (a) Have you any physical defect or disability whatsoever? (b) Have you ever had a nervous breakdown? If your answer to either (a) or (b) is yes, give full particulars under Item 45, page 4.		<input checked="" type="checkbox"/>	23. Have you registered under the Selective Service Act? If so, give address and number of local board: <u>2558 E. 55th</u> <u>Board No. 12</u> If classified, give your classification: <u>3A</u> Your order number: <u>11176</u>	<input checked="" type="checkbox"/>	
17. Do you advocate or have you ever advocated, or are you now or have you ever been a member of any organization that advocates the overthrow of the Government of the United States by force or violence? If so, give complete details under Item 45.		<input checked="" type="checkbox"/>	24. (a) Are you now a member of any branch of military or naval reserve? If so, give name of organization. (b) Are you now on active duty?		<input checked="" type="checkbox"/>
18. Have you ever been discharged for misconduct or unsatisfactory service, or forced to resign from any position? If so, state (under Item 45) when and where employed and give the name and address of your employer and the reason for your discharge or forced resignation in each case.		<input checked="" type="checkbox"/>	25. Give number of persons completely dependent on you, other than husband or wife: <u>1</u>		
19. Within the past 12 months, have you used intoxicating beverages? If so, specify: <input checked="" type="checkbox"/> Occasionally. -- Habitually. -- To excess.			26. Would you accept short-term appointment? (- 6 months) -- 3 months. -- 1 month.	<input checked="" type="checkbox"/>	
20. Are any members of your family or relatives (either by blood or by marriage), employed by the United States Government, excluding persons in the armed forces? If so, give name, address, relationship, and branch of service of each such relative under Item 45.		<input checked="" type="checkbox"/>	27. (a) Would you accept appointment anywhere offered in the United States? Give location preferences: <u>Ohio</u> (b) Would you accept appointment outside the United States? Give locations acceptable:		<input checked="" type="checkbox"/>
21. Are you NOW employed by the Federal Government? (a) If so, (Department or agency) (Bureau) (Location) (b) If you now are or have ever been so employed, give dates: from (Month) 19 (Year) to (Month) 19 (Year)		<input checked="" type="checkbox"/>	(c) Would you accept appointment in Washington, D. C.? If so, and if you are applying for a specific examination, refer to the examination announcement to see if the Certificate of Residence (C. S. C. Form 12) is to be submitted. Proof of residence is required for many kinds of positions.		<input checked="" type="checkbox"/>
			28. What is the lowest entrance salary you will accept? \$ <u>2100</u> per yr. You will not be considered for positions paying less.		
			29. If you are willing to travel specify: <input checked="" type="checkbox"/> Occasionally. -- Frequently. -- Constantly.		
			30. How much notice will you require to report for work? <u>10 days</u>		

Print or type your name here as in Item 4 Robert Carl Campbell

31. (a) Have you ever **filed** applications for any Federal civil service examinations? (If so, list them below.) Yes No

Titles of examinations	Examined in what cities	Month and year	Ratings

(b) Have you **passed** any State or other civil service examination (other than the above) within the last 5 years? (If so, give details under Item 45) Yes No

32. EDUCATION (a) Circle highest grade completed, elementary or high school: 1 2 3 4 5 6 7 8 (9) 10 11 12. Did you graduate? Yes No

Name and location of school	Dates attended		Years completed		Degrees conferred		Semester hours credit
	From—	To—	Day	Night	Title	Date	
(b) College or university							
(c) Other							

List your four chief undergraduate subjects	Semester hrs	List your four chief graduate subjects	Semester hrs

33. Indicate your knowledge of foreign languages.	READ			SPEAK			UNDERSTAND			34. Are you now a licensed member of any trade or profession (such as electrician, radio operator, pilot, lawyer, CPA, etc.)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
	Exc.	Good	Fair	Exc.	Good	Fair	Exc.	Good	Fair	
										If not, have you ever been licensed? <input type="checkbox"/>
										Give kind of license and State <input type="checkbox"/>
										Earliest license (year) <input type="checkbox"/>
										Most recent license (year) <input type="checkbox"/>

35. REFERENCES: List five persons, who are not related to you by blood or marriage, who live in the United States, and who are or have been mainly responsible for close direction of your work, or who are in a position to judge your work critically in those occupations in which you regard yourself as best qualified.

Full name	Address (Give complete address, including street and number)	Business or occupation
H. J. Farr	Marion Bldg., Cleveland, O.	Bus. Mgr. Cleve. Supply Bldrs.
Ralph Morgan	Ravenna, O.	Deputy Sheriff
E. W. Farr	Marion Bldg., Cleveland, O.	Supr. Cleve. Builders
Art Smith	Sol. & Sailors Relief, Cleve., O.	Supervisor
Charles Taylor	2190 E. 69th St., Cleve. O.	Clerk

36. May inquiry be made of your present employer regarding your character, qualifications, etc.? Yes No

37. EXPERIENCE: In the space furnished below give a record of every employment, both public and private, which you have had since you first began to work. Start with your present position and work back to the first position you held, accounting for all periods of unemployment. Describe your field of work and position and, except for employments held less than three months, give your duties and responsibilities in such detail as to make your qualifications clear. Give name you used on pay roll if different from that given on this application.

PRESENT POSITION	Place <u>Cleveland</u> <u>Ohio</u>	Exact title of your position <u>Furnace Tender</u>	Salary: Starting, \$ <u>70</u>	
	From <u>1/25</u> , 19 <u>43</u> to <u>10/19</u> , 19 <u>43</u>	Per <u>hr</u> Final, \$ <u>90</u>		
	Name of employer: <u>Thompson Aircraft Co.</u>	Duties and responsibilities <u>Tending furnace</u>		
	Address <u>23555 Euclid Ave.</u>			
	<u>Cleveland, Ohio</u>			
	Kind of business or organization: <u>Aircraft Valves</u>			
	Number and class of employees you supervised <u> </u>			
Name and title of your immediate supervisor <u> </u>	Machines and equipment you used <u> </u>			

Place Cleveland Ohio
 From 19 20 To 19 30
 (Month) (Year) (Month) (Year)
 Name of employer: Cleveland Builders Supply
 Address Marion Bldg.,
Cleveland, Ohio
 Kind of business or organization:
Builders Supply
 Number and class of
 employees you supervised
 Name and title of your
 immediate supervisor Mr. Tress, Supr.
 Reason for leaving Run out of work

Exact title of your position Brick setter Salary: Starting, \$ 5.75
 Per day Final, \$ 5.75
 Duties and responsibilities Setting brick
 Machines and equip-
 ment you used

Place Cleveland, Ohio
 From 7/17 To 3/5
 (Month) (Year) (Month) (Year)
 Name of employer: United States Army
 Address
 Kind of business or organization:
 Number and class of
 employees you supervised
 Name and title of your
 immediate supervisor
 Reason for leaving

Exact title of your position Salary: Starting, \$
 Per Final, \$
 Duties and responsibilities
 Machines and equip-
 ment you used

Place Ravenna, Ohio
 From 19 14 To 19 17
 (Month) (Year) (Month) (Year)
 Name of employer: Will Morgan
 Address 665 West Main Street
Ravenna, Ohio
 Kind of business or organization:
 Number and class of
 employees you supervised
 Name and title of your
 immediate supervisor
 Reason for leaving To join the Army

Exact title of your position Houseman Salary: Starting, \$ 20.00
 Per MO Final, \$ 20.00
 Duties and responsibilities Duties as a houseman
 Machines and equip-
 ment you used

Place Detroit, Michigan
 From 19 12 To 19 14
 (Month) (Year) (Month) (Year)
 Name of employer: White Star Lines
 Address Woodbridge & First St.,
Detroit, Michigan
 Kind of business or organization:
 Number and class of
 employees you supervised
 Name and title of your
 immediate supervisor Capt. Wilson
 Reason for leaving Boat condemned

Exact title of your position Able-bodied seaman Salary: Starting, \$ 60.00
 Per MO Final, \$ 60.00
 Duties and responsibilities Deck hand
 Machines and equip-
 ment you used

Place Cleveland, Ohio (City) (State)
 From Aug., 19 36 To 12, 19 42 (Month) (Year) (Month) (Year)
 Name of employer: Cleve. Builders Supply
 Address Marion Building
Cleveland, Ohio
 Kind of business or organization:
Builders Supply Co.
 Number and class of employees you supervised 5 men
 Name and title of your immediate supervisor E. W. Farr, Supr.
 Reason for leaving Shut down
 Exact title of your position Brick setter Salary: Starting, \$ 1.10
 Per hr Final, \$ 1.10
 Duties and responsibilities
 Machines and equipment you used Electric transfer

Place Lexington, Ky. (City) (State)
 From Sept., 19 34 To July, 19 36 (Month) (Year) (Month) (Year)
 Name of employer: E. R. Bradley
 Address Idle Hour Farm
Lexington, Ky.
 Kind of business or organization:
Race horse
 Number and class of employees you supervised
 Name and title of your immediate supervisor E. R. Bradley
Owner
 Reason for leaving Short of work
 Exact title of your position Caretaker Salary: Starting, \$ 65.00
 Per mo. Final, \$ 65.00
 Duties and responsibilities Taking care of the horses
 Machines and equipment you used

Place Lexington, Ky. (City) (State)
 From 1932 To 1934 (Month) (Year) (Month) (Year)
 Name of employer: Hal Price Headley
 Address Bomont Farm
Lexington, Ky.
 Kind of business or organization:
Race Horse
 Number and class of employees you supervised
 Name and title of your immediate supervisor Hal Price Headley
 Reason for leaving Short of work
 Exact title of your position Caretaker Salary: Starting, \$ 80.00
 Per mo Final, \$ 80.00
 Duties and responsibilities
 Machines and equipment you used

Place Lexington, Ky. (City) (State)
 From 1930 To 1932 (Month) (Year) (Month) (Year)
 Name of employer:
 Address
 Kind of business or organization:
 Number and class of employees you supervised
 Name and title of your immediate supervisor
 Reason for leaving
 Exact title of your position Salary: Starting, \$
 Per Final, \$
 Duties and responsibilities During this 2 years I worked for several men who had race horses but I only worked about two or three months at each place, going from place to place as the worked demanded.
 Machines and equipment you used

Standard Form No. 57
 Approved April 9, 1942
 (Revised July 1942)
 U. S. CIVIL SERVICE COMMISSION
 S. C. Dept. Cir. No. 332

TRUE COPY

APPLICATION FOR FEDERAL EMPLOYMENT

INSTRUCTIONS.—Answer every question clearly and completely. Typewrite or write legibly in BLACK INK, to assure clear photographic copies for appointing agencies. If you are applying for a specific United States Civil Service Examination, read the Examination Announcement carefully, follow all directions, and mail this application to the office named therein; if not, mail with an explanatory letter to the U. S. CIVIL SERVICE COMMISSION, WASHINGTON, D. C., unless otherwise directed. Notify same office of any change of address.

This space for agency use:

ANNO. NO.

APP. NO.

1. Name of examination, if any; or name of position applied for: <u>Patrolman Army Air Corp.</u>	AV.	This space for U. S. Civil Service Commission	To U. S. Civil Service Commission
2. Place of examination (if a written test), or place of employment applied for: <u>Cleveland, Ohio</u> (City and State)			
3. Optional subject (if mentioned in examination announcement):			Appor. Nonappor.

4. Mr. Miss <u>James</u> <u>Massie</u> <u>Henley</u> (First name) (Middle) (Maiden, if any) (Last)	O. S.			
5. <u>4510 Case Avenue - Apartment 1109</u> (R. D. or street and number) <u>Cleveland, Ohio</u> (City or post office, and State)	Gr.			
6. Date of birth (month, day, year): <u>9-24-1908</u>	7. Age last birthday: <u>35</u>	8. Date of this application: <u>10-19-43</u>	E & E.	
9. Legal or voting residence: State <u>Ohio</u>	10. Telephone numbers: (Residence phone) (Business phone)	11. (a) Check one: <input type="checkbox"/> Male <input type="checkbox"/> Female (b) Check one: <input type="checkbox"/> Single <input checked="" type="checkbox"/> Married <input type="checkbox"/> Widowed <input type="checkbox"/> Separated <input type="checkbox"/> Divorced	P & D.	
12. Height, with- out shoes: <u>5 ft. 11 in.</u> Weight: <u>210</u> lb.	13. Where were you born? <u>Covington, Virginia</u> (Town) (State or country)	14. Preference: Allowed— -- Veteran. -- Disability. -- Wife. -- Widow. -- Disallowed. -- Closed.	Ini.	
		Adm'd exam. ----- Approved by ----- Exam. date ----- Not. Ra. ----- Date Reg. ----- -- Material att'd. -- Material filed. -- Indian. -- Material ret. -----		

Indicate "Yes" or "No" answer by placing X in proper column	Yes	No	Indicate "Yes" or "No" answer by placing X in proper column	Yes	No
14. Are you a citizen of the United States? Unless otherwise instructed, naturalized citizens must submit, along with this application, Naturalization Certificate; other foreign-born, documentary proof of citizenship. Documents will be returned.	X		22. (a) Were you ever in the U. S. military or naval service? If so, give branch of service and date of last discharge: Army. Navy. Marine. Coast Guard. Date		X
15. Have you ever been arrested, or summoned into court as a defendant, or indicted, or convicted, or fined, or imprisoned, or placed on probation, or has any case against you been filed, or have you ever been ordered to deposit collateral for alleged breach or violation of any law or police regulation or ordinance whatsoever? If so, list all cases, without any exception whatsoever, under Item 45, page 4, giving in each case (1) the date, (2) your age at the time, (3) the place where the alleged offense or violation occurred, (4) the name and location of the court, (5) the nature of the offense or violation, (6) the penalty, if any, imposed, or other disposition. The above question includes arrests by military or naval authorities and disciplinary action imposed by courts martial, as well as in civil cases. If appointed, your fingerprints will be taken.		X	(b) Were all discharges granted under honorable conditions? (c) Have you already established military preference with the Civil Service Commission? If so, check kind of preference below: -- Veteran. -- Disabled. -- Wife of disabled. -- Widow of veteran. If you are applying for a specific examination, and wish to claim veteran preference in connection with it, attach C. S. C. (Preference) Form 14, together with the evidence specified therein.		
16. (a) Have you any physical defect or disability whatsoever? (b) Have you ever had a nervous breakdown? If your answer to either (a) or (b) is yes, give full particulars under Item 45, page 4.		X	23. Have you registered under the Selective Service Act? If so, give address and number of local board. <u>2344 E. 55th</u> <u>At. No. 12</u> If classified, give your classification. <u>3 A</u> Your order number. <u>1049</u>		X
17. Do you advocate or have you ever advocated, or are you now or have you ever been a member of any organization that advocates the overthrow of the Government of the United States by force or violence? If so, give complete details under Item 45.		X	24. (a) Are you now a member of any branch of military or naval reserve? If so, give name of organization. <u>Ohio State Guard</u> (b) Are you now on active duty? <u>Yes</u>	X	
18. Have you ever been discharged for misconduct or unsatisfactory service, or forced to resign from any position? If so, state (under Item 45) when and where employed and give the name and address of your employer and the reason for your discharge or forced resignation in each case.		X	25. Give number of persons completely dependent on you, other than husband or wife. <u>1</u>		X
19. Within the past 12 months, have you used intoxicating beverages? If so, specify: <u>X</u> Occasionally. -- Habitually. -- To excess.			26. Would you accept short-term appointment? -- 6 months. <u>3</u> months. -- 1 month.		X
20. Are any members of your family or relatives (either by blood or by marriage), employed by the United States Government, excluding persons in the armed forces? If so, give name, address, relationship, and branch of service of each such relative under Item 45.		X	27. (a) Would you accept appointment anywhere offered in the United States? Give location preferences. <u>Ohio or Pa.</u> (b) Would you accept appointment outside the United States? Give locations acceptable.	X	
21. Are you NOW employed by the Federal Government? (a) If so, (Department or agency) (Bureau) (Location) (b) If you now are or have ever been so employed, give dates: from (Month) 19 (Year) to (Month) 19 (Year)		X	(c) Would you accept appointment in Washington, D. C.? <u>X</u> If so, and if you are applying for a specific examination, refer to the examination announcement to see if the Certificate of Residence (C. S. C. Form 12) is to be submitted. Proof of residence is required for many kinds of positions.		X
			28. What is the lowest entrance salary you will accept? \$ <u>2100</u> per yr. You will not be considered for positions paying less.		
			29. If you are willing to travel specify <u>X</u> Occasionally. -- Frequently. -- Constantly.		
			30. How much notice will you require to report for work? <u>30 days</u>		

Print or type your name here as in Item 4 James Massie Henley

31. (a) Have you ever **filed** applications for any Federal civil service examinations? (If so, list them below.) Yes No

Titles of examinations	Examined in what cities	Month and year	Rating

(b) Have you **passed** any State or other civil service examination (other than the above) within the last 5 years? (If so, give details under Item 45) Yes No

32. EDUCATION. (a) Circle highest grade completed, elementary or high school 1 2 3 4 5 6 7 8 9 10 (11) 12. Did you graduate? Yes No

Name and location of school	Dates attended		Years completed		Degrees conferred		Semester hours credit
	From—	To—	Day	Night	Title	Date	
(b) College or university							
(c) Other							

(d) List your four chief undergraduate subjects	Semester hrs	List your four chief graduate subjects	Semester hrs

33. Indicate your knowledge of foreign languages.	READ			SPEAK			UNDERSTAND			34. Are you now a licensed member of any trade or profession (such as electrician, radio operator, pilot, lawyer, CPA, etc.)? Yes No <input checked="" type="checkbox"/>
	Exc	Good	Fair	Exc	Good	Fair	Exc	Good	Fair	
None										If not, have you ever been licensed? <input type="checkbox"/>
										Give kind of license and State <input type="checkbox"/>
										Earliest license (year) <input type="checkbox"/>
										Most recent license (year) <input type="checkbox"/>

35. REFERENCES. List five persons, who are not related to you by blood or marriage, who live in the United States, and who are or have been mainly responsible for close direction of your work, or who are in a position to judge your work critically in those occupations in which you regard yourself as best qualified

Full name	Address (Give complete address, including street and number)	Business or occupation
Charles S. Taylor	2190 E. 69th St., Cleveland, O.	Clerk
Lieut. H.B. Hatcher	2251 E. 55th St., Cleveland, O.	Physician
Lieut. Roger Johnson	2583 E. 40th St., Cleveland, O.	Asst. Manager
O. B. Parrish	Lowe & Campbell Ath. Gds. Co.	Chicago, Ill., S. Mgr.
E. A. Knoth	117 St. Clair Ave., N.E. Cleve., O.	Mgr.

36. May inquiry be made of your present employer regarding your character, qualifications, etc? Yes No

37. EXPERIENCE: In the space furnished below give a record of every employment, both public and private, which you have had since you first began to work. Start with your present position and work back to the first position you held, accounting for all periods of unemployment. Describe your field of work and position and, except for employments held less than three months, give your duties and responsibilities in such detail as to make your qualifications clear. Give name you used on pay roll if different from that given on this application.

PRESENT POSITION	Place <u>Cleveland, Ohio</u>	Exact title of your position <u>Custodian</u>	Salary: Starting, \$ <u>1500</u>
	From <u>2/23</u> (City) 19 <u>43</u> (Year) to <u>10-19</u> (Month) 19 <u>43</u> (Year)	Per <u>Final, \$1500</u>	
	Name of employer: <u>Cleve. Met. Housing Authority</u>	Duties and responsibilities <u>To keep the place in a First-Class condition</u>	
	Address <u>E. 46th and Scovill Cleveland, Ohio</u>		
	Kind of business or organization: <u>Housing Association</u>		
	Number and class of employees you supervised <u> </u>		
Name and title of your immediate supervisor <u>Myron McCalley, Maintenance Mgr.</u>	Machines and equipment you used <u>Waxing Machine</u>		

Place Cleveland Ohio
(City) (State)
 From 10 19 33 To 2/22 19 43
(Month) (Year) (Month) (Year)
 Name of employer: Lowe & Campbell Ath. Gds. Co.
 Address 117 St. Clair Ave., N.E.
Cleveland, Ohio
 Kind of business or organization:
Sporting Goods Co.
 Number and class of employees you supervised Delivery boy
 Name and title of your immediate supervisor E. A. Knoth, Mgr.
 Reason for leaving More money
 Exact title of your position Shipping Clerk Salary: Starting, \$ 22.50
 Per Wk. Final, \$ 22.50
 Duties and responsibilities Shipping and receiving
 Machines and equipment you used

Place Cleveland Ohio
(City) (State)
 From 10 19 31 To 1 19 33
(Month) (Year) (Month) (Year)
 Name of employer: U. S. Post Office
 Address 205 St. Clair Ave.,
Cleveland, Ohio
 Kind of business or organization:
 Number and class of employees you supervised
 Name and title of your immediate supervisor Walter Triska
Mgr.
 Reason for leaving Moved to new Post Office
 Exact title of your position Bus Boy Salary: Starting, \$ 16.00
 Per Wk. Final, \$ 16.00
 Duties and responsibilities Bus boy and waiter
 Machines and equipment you used

Place Swift Packing Co.
(City) (State)
 From 10 19 31 To 1 19 31
(Month) (Year) (Month) (Year)
 Name of employer: Swift Packing Co.
 Address West 65th Street
Cleveland, Ohio
 Kind of business or organization:
Meat packing company
 Number and class of employees you supervised
 Name and title of your immediate supervisor Al Smith, Raw
Hide Division
 Reason for leaving Job not steady
 Exact title of your position Scale man Salary: Starting, \$.45
 Per hr. Final, \$.45
 Duties and responsibilities Weighing rawhides
 Machines and equipment you used Scales

Place New Castle Pa.
(City) (State)
 From 10 19 27 To 1 19 31
(Month) (Year) (Month) (Year)
 Name of employer: American Sheet & Tin Plate Co.
 Address Moravia St.,
Mahoning Town, Pa.
 Kind of business or organization:
Tin plate
 Number and class of employees you supervised
 Name and title of your immediate supervisor Roller No. 22
Mill - Mr. Smith
 Reason for leaving Left for better Job
 Exact title of your position Catcher Salary: Starting, \$ Piece
 Per Work Final, \$
 Duties and responsibilities Catcher in Hot Mill Division
 Machines and equipment you used Hot Mill

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

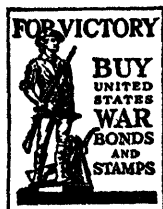
June 7, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. There is attached for your information a copy of the report made to the President's Committee on Fair Employment Practice in the case of Miss Clara M. Hyde.
2. We trust this information is satisfactory to you.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch

1 attachment



COFFER

ms/kva

June 7, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. There is attached for your information a copy of
the report made to the President's Committee on Fair Employ-
ment Practice in the case of Miss Clara M. HYTE.

2. We trust this information is satisfactory to you.

J. H. Mason, Chief
Employee Relations Branch

ms/kva

June 7, 1943

President's Committee on Fair Employment Practice
War Manpower Commission
Washington, D. C.

Attention: Mr. George M. Johnson, Assistant
Executive Secretary.

Gentlemen:

Please refer to our acknowledgment of May 5, 1943, of your letter dated April 29, 1943, relative to the complaint of Miss Clara M. Hyte.

An investigation has been made in this connection and it is learned that Student Instructors on their return from St. Louis University were not given an additional examination but were checked on their progress to date and given actual experience in instructing. They were closely observed during this period and upon passing successful observations were assigned to the position of full-time instructor to a classroom. Their promotion did not await their assignment but usually took place on the first day of the next pay period after their return.

Miss Hyte was sworn to duty and placed in a class of enlisted men along with one other negress. She attended four six-day classes, at the end of which time she had completed the Electrical Fundamentals Branch. The passing grade for student instructors while going through these training courses was a grade of 85%. Miss Hyte did not attain this average. During this same period of time in which she attended the Radio Operating Division, she should have advanced in International Morse Code to eight words per minute. Her speed was four words per minute. During the period that she was in training, she was given but one examination-- at the end of the second week, and this was only to cover the subjects of Direct and Alternating current. Her examination grade on these two subjects was but 77%, giving her a final grade of 79%.

The negress attending the class with Miss Hyte was Mrs. Mildred B. Strader, who had apparently the same qualifications

COFEPH

- 2 -

and was certified to that school by the Civil Service Commission, just as was Miss Hyte. Mrs. Strader attended the same classes at the same time as Miss Hyte; she qualified, was promoted to Junior Instructor, and is on active duty at the present time. Further two negroes had previously graduated at that school and there had been two other Negroes in training, all four of which had been transferred to Scott Field to act as Instructors in the colored school activated there. They will be returned to Sioux Falls Training School and put into active duty within a few days when the colored school at Scott Field will be terminated.

Miss Hyte on her release, mentioned to the Civilian Personnel Officer that she thought unfair consideration was shown in her case. It was investigated but there is nothing in the records that indicated that Miss Hyte should have been retained any longer in training at Government expense. She was given a full and fair trial. The course that she pursued was the identical course which was used at that station prior to activating St. Louis University.

In view of the above facts there is no evidence of discrimination having been practiced against Miss Hyte.

Very truly yours,

J. H. Mason, Chief
Employee Relations Branch

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

May 27, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Acknowledgment is made of your memorandum of May 14, 1943, relative to Mr. J. E. Hobbs who alleges discrimination from his position at the Army Air Forces Technical Command School, Chicago, Illinois.

2. This office is securing a report in this connection and a further reply will be made to you when the necessary information is received.

J. N. Mason
H. Mason, Chief
Employee Relations Branch

*Change to other name
C. J. Hobbs
7*



ms/od

May 27, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Acknowledgment is made of your memorandum of May 14, 1943, relative to Mr. J. E. Hobbs who alleges discrimination from his position at the Army Air Forces Technical Command School, Chicago, Illinois.

2. This office is securing a report in this connection and a further reply will be made to you when the necessary information is received.

J. H. Mason, Chief
Employee Relations Branch

May 17, 1943

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Cramer:

I am enclosing herewith a copy of a letter
I am today sending Mr. L. A. Moyer, Executive Director,
and Chief Examiner, United States Civil Service Commission,
with reference to Mr. Walter L. Howard, who sought re-em-
ployment in the Carpenter Shop at Fort McClellan, Alabama.
It explains itself.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

*Copy
H.*

May 17, 1943

Mr. L. A. Moyer,
Executive Director and Chief Examiner,
United States Civil Service Commission,
Washington, D. C.

Dear Mr. Moyer:

Reference is made to your letter of December 26, 1942, enclosing a copy of a letter of December 14, 1942, from Mr. Walter L. Howard, Route 1, Box 36, Jacksonville, Alabama, in which he stated that he had been unable to obtain employment in the Carpenter Shop at Fort McClellan, Alabama, having previously been employed at that post.

This office has received a report in which information was furnished that the Post Engineer at Fort McClellan anticipated a vacancy in the position of Carpenter's Helper, Ungraded, on or about May 1, 1943, and that inquiry had been made of Mr. Howard as to his availability, and that if he is interested in employment in this capacity, appointment will be effected on or about that date.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

SPGC-C 201 Howard, Walter L.

7th Ind.

ben

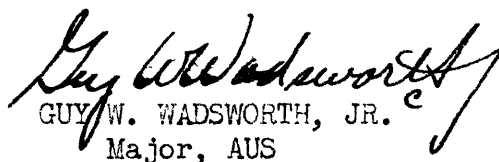
HQ., ASF, IPD, Washington, D. C.
To The Secretary of War.

May 13, 1943.

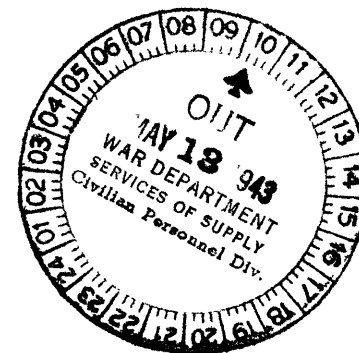
Attention: Civilian Personnel Division:

1. Attention is invited to the report contained in the fourth indorsement in the case of Mr. Walter L. Howard.

For the Director, Industrial Personnel Division:


GUY W. WADSWORTH, JR.
Major, AUS
Acting Executive Officer
Civilian Personnel Branch.

2 Incls. n/c



SPGC-C 201 Howard, Walter L.

7th Ind.

ben

Hq., ASE, IPD, Washington, D. C.
To The Secretary of War.

May 13, 1943.

Attention: Civilian Personnel Division:

1. Attention is invited to the report contained in the fourth indorsement in the case of Mr. Walter L. Howard.

For the Director, Industrial Personnel Division:

GUY W. WADSWORTH, JR.
Major, AUS
Acting Executive Officer
Civilian Personnel Branch.

2 Incls. n/c

COMMISSIONERS
HARRY S. MITCHELL, PRESIDENT
ARTHUR W. MILLIN
ARTHUR S. FLEMMING
LAWSON A. MOYER
EXECUTIVE DIRECTOR AND CHIEF EXAMINER

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

ADDRESS ONLY
"CIVIL SERVICE COMMISSION"
IN YOUR REPLY REFER TO
FILE CX:LMB:MET
AND DATE OF THIS LETTER
December 26, 1942

The Honorable
The Secretary of War

Sir:

This is in reference to a letter dated November 26, 1942, signed by Mr. William H. Kushnick, Director of Civilian Personnel and Training, furnishing information in connection with the allegation of discrimination made by Walter L. Howard of Jacksonville, Alabama, who was desirous of obtaining employment in the Carpenter Shop at Fort McClellan, having previously been employed at that post.

In the last paragraph of Mr. Kushnick's letter, it was stated that Mr. Howard could possibly obtain employment on an hourly temporary basis if he so desired. For the information of the Department, there is attached a copy of a letter which has been received from Mr. Howard in answer to the Commission's letter to him in which he was given this information. Mr. Howard has been advised of this reference.

By direction of the Commission:

Very respectfully,
DEC 30 1942 AM

RECEIVED
APR 15 1943
POST ENGINEER
Fort McClellan,
Alabama
Inclosure 116068

[Handwritten Signature]
L. A. Moyer
Executive Director
and Chief Examiner

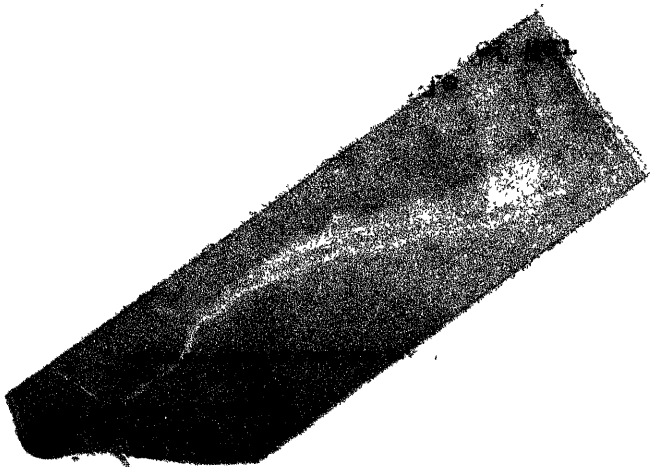
DEPARTMENT
OF SUPPLY
CIVILIAN PERSONNEL DIVISION

~~WAS DEPT. OFF. OF SECRETARY
CIVILIAN PERSONNEL DIVISION
TO [Handwritten]~~
FORWARDED
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Howard, Walter L.

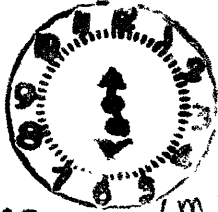
1st Ind.

ms/kva

War Department, Office of the Secretary, C.P.D. March 18, 1943
To: Army Service Forces, IPD. Attention: Civilian Personnel Branch

For investigation and report on which to base a reply. Your attention is invited to attached copy of 4th Indorsement from the Office of the Post Engineers, Fort McClellan, Alabama, the information in which was forwarded to the Commission.

MAR 19 1943 PM



RECEIVED

MAR 15 1943

INDUSTRIAL PERSONNEL DIVISION

WAR DEPARTMENT

J. H. Mason

J. H. Mason, Chief
Employee Relations Branch

MAR 20 1943 AM



WAR DEPARTMENT
SERVICES OF SUPPLY
INDUSTRIAL PERSONNEL
DIVISION

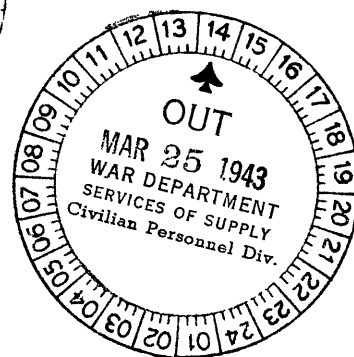
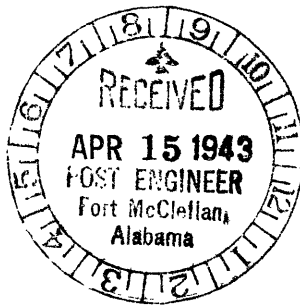
Howard, Walter L.

rad Ind.

HQ., A. S. F.
Industrial Personnel Div., C.P.B. *3/25/43*

TO: *the Chief of Engineers*

Attn: Civilian Personnel Branch.
*Forwarded for completion
with joint endorsement and
report to this office.*



mail 2:30 P.M.



CE 4201(Howard, Walter L.) SP&AP

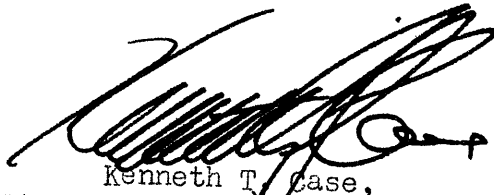
3rd Ind.

Office, C. of E., April 5, 1943.

TO: The Commanding General, Fourth Service Command, Atlanta, Ga.

Transmitted as a matter pertaining to your office.

For the Chief of Engineers:



Kenneth T. Case,
Lt. Col., Corps of Engineers,
Acting Chief, Civilian Personnel Branch,
Administrative Division.

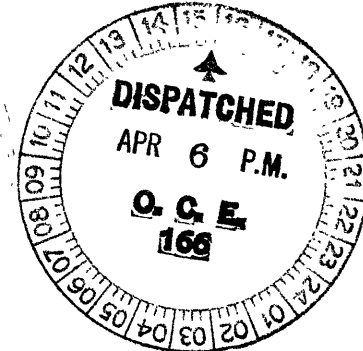
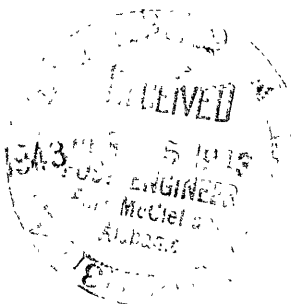
2 Inclosures:

Ltr. dated 12-14-42 (copy)

Cy. of 4th Ind. dated 10-17-42

RECD. C. of E. 1943

APR 8



CPB 201-Howard, Walter L.
(12-26-42)

4th Ind.

DM:G-3-bhf

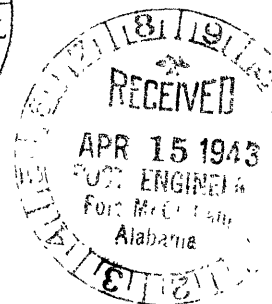
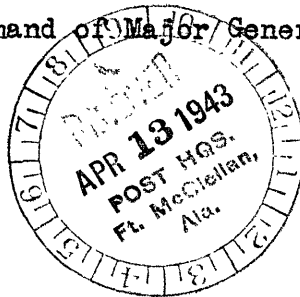
Hq., 4th Service Command, Atlanta, Georgia, April 12, 1943.

TO: C. O., Ft. McClellan, Alabama.

1. For investigation and report to this Headquarters.
2. Special attention is invited to paragraph 3, 4th Indorsement, dated October 17, 1942, and paragraph 2, letter Mr. Howard addressed to the United States Civil Service Commission dated December 14, 1942.

By command of Major General BRYDEN:

Incls.
n/c



Kenneth M. Coggan
KENNETH M. COGGAN
Captain, AUS
A. Chief, CPB

CPB 201-Howard, Walter L.
(12-26-42)

5th Ind.

WAD:RSK:gw1

HQ., FORT McCLELLAN, ALABAMA. April 28, 1943

To: C.G., Fourth Service Command, Atlanta, Georgia. Attention: Civilian Personnel Branch

1. The information is furnished that the Post Engineer, Fort McClellan, Alabama anticipates a vacancy in the Position of Carpenter Helper, Ungr., \$1500 p.a., on or about May 1, 1943 and Walter L. Howard has been contacted relative to reinstatement to such position. In the event he is interested in employment in this capacity, appointment will be effective on or about that date.

For the Commanding Officer:

RECD. CPB Hq. 4th Serv. C. APR 29 1943

Wm. A. Drennan
WM. A. DRENNAN
Captain, QMC
Chief, Personnel Section

Incl. n/c

CPB 201-Howard, Walter L.
(12-26-42)

6th Ind.

DM:D-1-bhf

Hq., 4th Service Command, Atlanta, Georgia, May 3, 1943.

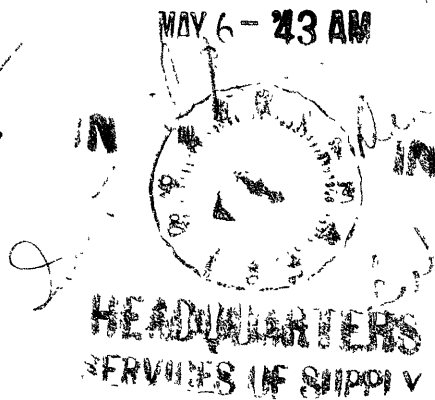
TO: C.G., ASF, Washington, D. C. Attention: IPD

1. Attention is invited to preceding 5th Indorsement.

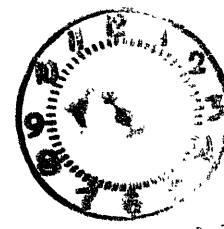
For the Commanding General:

Kenneth M. Coggan
KENNETH M. COGGAN
Captain, AUS
Asst. Ch., CPB

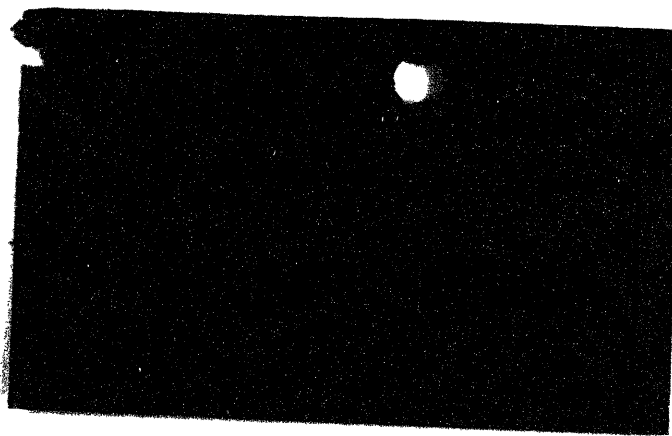
Incls.
n/c



MAY 6 43 AM



WAR DEPT. BY
ARMY SERVICE CENTER
IND. REG. DIV



Rte #1 Box 36
Jacksonville, Ala.
Dec. 14th, 1942

U. S. Civil Service Commission
Washington, D. C.

In reference to your most recent reply to my request you letter dated Dec. 8th 1942 File CX:LMB:MET I wish to thank you very much for your kindness to give my request your careful attention. But you are far removed from such circumstances as I find myself battling against.

Im sure you are trying to help me, but I've applied for temporary hourly employment several times at the post carpenter shop at Ft. Mc Clellan. On Thursday Dec. 10th only two (2) days before I rec'd your letter I was there applying for work. I even offered my service to work at anything which they had to offer. But nothing doing even the labor Supt. had me to understand that my place was with the Carpenters and he could not use me at present.

Yes I am still interested in work of the same type as I've done in the past (Carpentering). There is a plenty of such work but I can't get on the Job. I went to the U. S. Employment Office of Anniston Ala. There was nothing for Colored Carpenters. He signed me up for unskilled labor with the Area Engeneers at Ft. McClellan I've worked there for 2 days and will continue If I cant get to work at the trade of which I am prepared for.

I've already filled out and returned one of the forms #60 and returned it to ~~the~~ Atlanta about 2 $\frac{1}{2}$ mos. ago. I'm hoping to get some results from it soon.

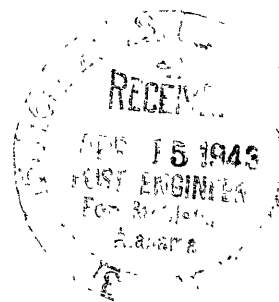
Of course as everyone else I had much rather work in my own locality, but if I can't get it here. The next nearest place where I can get employment will be accepted.

Ill fill out this form #60 and send it to Atlanta at once.

Yours very Respectfully

/s/ Walter L. Howard

(Many thanks to you.)



Small

OFFICE OF THE
ATTORNEY GENERAL

DEC 20 PM 3 33

COPY - -

CPB-201-Howard, Walter L. 4th Ind.

HMK/int

Office of the Post Engineer, Fort McClellan, Alabama, October 17, 1942.
To: HEADQUARTERS FORT McCLELLAN, Fort McClellan, Alabama.

1. From a careful review of the personnel folder of Walter L. Howard, it is found that this employee was probationally appointed on May 16, 1941, to the position of Carpenter's Helper, \$1320 per annum, and served in this capacity until March 31, 1942, at which time he was discharged without prejudice due to a reduction in force.

2. It appears that the services of this employee were satisfactory at all times and that the only reason for his discharge was the fact that the number of authorized positions in Carpenter Shop was greatly reduced as of April 1st. It might be stated that since that time no person has been appointed to an authorized position in the carpentry line, all appointments having been made on a temporary hourly basis.

3. There is nothing of record in this case to indicate discrimination because of color. In the event this man desires temporary employment on an hourly basis, it is believed that he can be appointed in a position of carpentry work at such time as he applies for same. If and when a vacancy occurs in an authorized position, proper consideration will be given to his reinstatement.

4. In the event additional data is desired, this office will attempt to furnish it at the earliest possible date.



/s/ George W. Stewart,
GEORGE W. STEWART
Lt. Col., C. E.,
Post Engineer

1 Incl. n/c

C
O
P
Y

Handwritten signature

May 17, 1943

Mr. A. L. Moyer,
Executive Director and Chief Examiner,
United States Civil Service Commission,
Washington, D. C.

Dear Mr. Moyer:

On March 29, 1943, you forwarded to the Secretary of War a copy of a letter dated March 20, 1943, in which Mrs. Vonthia I. Henderson, 477 L Street, S.W., Washington, D. C. alleged that racial discrimination was practiced against her in connection with her discharge from employment in the War Department.

The report of the investigation into this matter states as follows:

1. The records of this office, (Civilian Personnel Division, The Adjutant General's Office) show that Mrs. Vonthia I. Henderson was separated from the service for the following reasons:
 - a. Her attitude toward the work was very poor.
 - b. The work completed was inaccurate and required the time of another clerk to check and review.
 - c. She carried on considerable conversation with other employees on matters that did not pertain to business thereby interfering with their work.
 - d. Her attendance record was very poor.
 - e. On the whole, her efficiency was considered to be unsatisfactory.
2. Mrs. Henderson was granted a hearing by the Civilian Personnel Division, AGO, under date of March 1, 1943, at which time the basis of her separation was thoroughly explained to her. Mrs. Henderson's separation was based entirely on the factors stated above.

copy
H.

May 17, 1943

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Executive Director and Chief Examiner,
United States Civil Service Commission,
Washington, D. C.

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 - e. On the whole, her efficiency was considered to be unsatisfactory.
2. Mrs. Henderson was granted a hearing by the Civilian Personnel Division, AGO, under date of March 1, 1943, at which time the basis of her separation was thoroughly explained to her. Mrs. Henderson's separation was based entirely on the factors stated above.

Copied. "H"

Mr. A. L. Meyer,
United States Civil Service Commission,
May 17, 1943.

Page - 2 -

If you should deem this report incomplete or unsatisfactory,
this office will be pleased to request a further investigation.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

May 17, 1943

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Washington, D. C.

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Mr. A. L. Moyer,
United States Civil Service Commission,
May 17, 1943.

Page - 2 -

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this office will be pleased to request a further investigation.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

May 17, 1943

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Cramer:

Enclosed herewith is a copy of a letter which
I am today sending Mr. L. A. Moyer, Executive Director
and Chief Examiner, United States Civil Service Commission,
in the case of Mrs. Vonthia I. Henderson. It explains
itself.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

May 17, 1943

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Executive Secretary,
President's Committee on Fair
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Tenth and U Streets, N. W.
Washington, D. C.

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Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

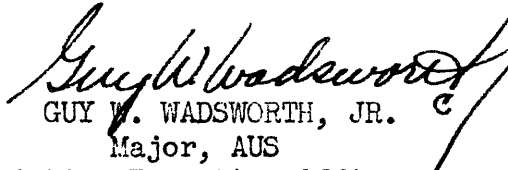
SPGC-C 201 Henderson, Vonthia I. 4th Ind. HAD/ben

HQ., ASF, IPD, Washington, D. C. May 14, 1943.
To the Office of the Secretary of War.

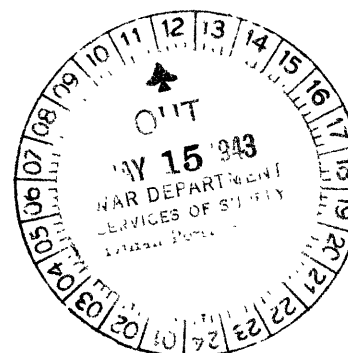
Attention: Civilian Personnel Division:

1. Attention is invited to report contained in the
third indorsement from the Office of the Adjutant General.

For the Director, Industrial Personnel Division:


GUY W. WADSWORTH, JR.
Major, AUS
Acting Executive Officer
Civilian Personnel Branch.

1 Incl.
n/c



SPGC-C 201 Henderson, Vonthia I.

4th Ind.

HAD/ben

HQ., ASF, IPD, Washington, D. C.
To the Office of the Secretary of War.

May 14, 1943.

Attention: Civilian Personnel Division:

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For the Director, Industrial Personnel Division:

GUY W. WADSWORTH, JR.
Major, AUS
Acting Executive Officer
Civilian Personnel Branch.

1 Incl.
n/c

COMMISSIONERS
HARRY B. MITCHELL, PRESIDENT
LUCILLE FOSTER McMILLIN
ARTHUR S. FLEMMING
LAWSON A. MOYER,
EXECUTIVE DIRECTOR AND CHIEF EXAMINER

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

ADDRESS ONLY
"CIVIL SERVICE COMMISSION"
IN YOUR REPLY REFER TO
FILE CX:MET
AND DATE OF THIS LETTER

March 29, 1943

The Honorable
The Secretary of War

Sir:

There is inclosed a copy of a letter dated March 20, 1943, in which Mrs. Vonthia I. Henderson, 477 "L" Street, S. W., Washington, D. C., alleges discrimination because of color in connection with her discharge from employment at the War Department.

The Commission would appreciate receiving a report at the earliest possible date of the Department's action in this case in order that, after appropriate consideration, a reply may be made to Mrs. Henderson and a complete report may be submitted to the President's Committee on Fair Employment Practice under the provisions of Executive Order No. 8802.

By direction of the Commission:

Very respectfully,



L. A. Moyer
Executive Director
and Chief Examiner

Inclosure #174185



1956 MAR 31 AM 11 56

MAY 6 1943

Henderson, Vonthia I. 1st Ind. ms/kva

War Department, Office of the Secretary, C.P.D. April 22, 1943
To: Headquarters, Army Service Forces, IPD. Attn: C.P.B.

For investigation and report to this office.

J. H. Mason

J. H. Mason, Chief
Employee Relations Branch

APR 24 1943 AM

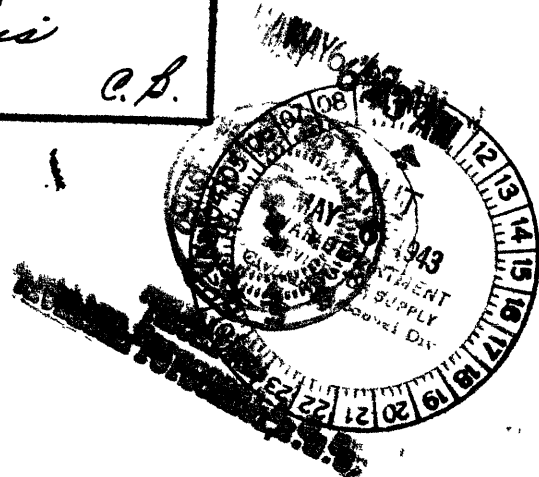


WAR DEPARTMENT
SERVICES OF SUPPLY
INDUSTRIAL PERSONNEL
DIVISION

APR 23 1943 PM

SERVICES OF SUPPLY

2nd Ind.
 HQ., A. S. F.
 Industrial Personnel Div., C.P.B. *May 3, 1943*
 TO: *The Adjutant General*
 Attn: Civilian Personnel Branch.
For report to this office. *C.P.*



SPXHZ 201 Henderson, Vonthia I. 3rd Ind.

FAR/alp/72648

W.D., AGO, Civilian Personnel Division, Washington, D.C. May 12, 1943.
TO: Civilian Personnel Branch, Industrial Personnel Division, Hdqs., A.S.F.

1. The records of this office show that Mrs. Vonthia I. Henderson was separated from the service for the following reasons:

- a. Her attitude toward the work was very poor.
- b. The work completed was inaccurate and required the time of another clerk to check and review.
- c. She carried on considerable conversation with other employees on matters that did not pertain to business thereby interfering with their work.
- d. Her attendance record was very poor.
- e. On the whole, her efficiency was considered to be unsatisfactory.

2. Mrs. Henderson was granted a hearing by the Civilian Personnel Division, AGO, under date of March 1, 1943, at which time the basis of her separation was thoroughly explained to her. Mrs. Henderson's separation was based entirely on the factors stated above.

For The Adjutant General:

Robert H. Dunlop

ROBERT H. DUNLOP,
Brigadier General,
Director, Civilian Personnel Division.

MAY 13 43 AM



WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

A

INCLOSURE 174-85

U. S. CIVIL SERVICE COMMISSION

••• 16-252

Washington, D. C.
477 L Street, S. W.
March 20, 1943

C
O
P
Y

Board of Appeals
U. S. Civil Service Commission
7 & F Sts. N. W.

To whom it may concern;

I, Vonthia I. Henderson, who was working in the Enlisted Branch of the War Dept, in the Rosters sub-section was unjustly discharged March 10, 1943.

I have been advised to make my complaint to you. My supervisor, Mrs. O'Neill, does not like colored people and does everything to keep them from a promotion. I had been recommended two days before my discharge, for a course in typing given by the government, in order that I may be eligible as a typist. As soon as she discovered this, the following day, she had another colored girl and I discharged.

When the other girls who work in the Rosters sub-section discovered that I had been discharged they were surprised because they knew how well I did my work.

I have been advised that I can get reassigned as a Jr. Clerk through you. I am trusting that you will investigate this matter and reassign me as soon as possible.

Thanking you in Advance for your assistance.

Yours truly,

/s/ (Mrs.) Vonthia I. Henderson

Encl.

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

File

April 22, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. The Civil Service Commission has referred to this office a letter dated March 20, 1943 in which Mrs. Vonthia I. Henderson alleges discrimination because of color in connection with her discharge from her employment in the War Department.

2. This office is securing a report of this matter and will make further reply to you when it is received. Copies of the letter from the Commission and from Mrs. Henderson are attached.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch

2 Attachments



Saw

ms/kva

April 22, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
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J. H. Mason, Chief
Employee Relations Branch

2 Attachments

COMMISSIONERS

HARRY B. MITCHELL, PRESIDENT
LUCILLE FOSTER McMILLIN
ARTHUR S. FLEMING

LAWSON A. MOYER,
EXECUTIVE DIRECTOR AND CHIEF EXAMINER

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

ADDRESS ONLY
"CIVIL SERVICE COMMISSION"
IN YOUR REPLY REFER TO
FILE **61157**
AND DATE OF THIS LETTER

March 29, 1943

The Honorable
The Secretary of War

Sir:

There is inclosed a copy of a letter dated March 20, 1943, in which Mrs. Vonthia I. Henderson, 477 "L" Street, S. W., Washington, D. C., alleges discrimination because of color in connection with her discharge from employment at the War Department.

The Commission would appreciate receiving a report at the earliest possible date of the Department's action in this case in order that, after appropriate consideration, a reply may be made to Mrs. Henderson and a complete report may be submitted to the President's Committee on Fair Employment Practice under the provisions of Executive Order No. 8802.

By direction of the Commission:

Very respectfully,

L. A. Moyer
Executive Director
and Chief Examiner

Inclosure #174185



Washington, D. C.
477 L Street, S. W.
March 26, 1943

C
O
P
Y

Board of Appeals
U. S. Civil Service Commission
7 & F Sts. N.W.

To whom it may concern:

I, Vonthia I. Henderson, who was working in the Enlisted Branch of the War Dept, in the Rosters sub-section was unjustly discharged March 10, 1943.

I have been advised to make my complaint to you. My supervisor, Mrs. O'Neill, does not like colored people and does everything to keep them from a promotion. I had been recommended two days before my discharge, for a course in typing given by the government, in order that I may be eligible as a typist. As soon as she discovered this, the following day, she had another colored girl and I discharged.

When the other girls who work in the Rosters sub-section discovered that I had been discharged they were surprised because they knew how well I did my work.

I have been advised that I can get reassigned as a Jr. Clerk through you. I am trusting that you will investigate this matter and reassign me as soon as possible.

Thanking you in advance for your assistance.

Yours truly,

/s/ Mrs) Vonthia I. Henderson

March 17, 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on Fair
Employment Practice,
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

Reference is made to your letter of March 5, 1943,
forwarding to this office the complaint of Miss Annie F.
Hugely concerning her nonselection as a Junior Professional
Assistant by the Blue Grass Ordnance Depot at Richmond,
Kentucky.

Miss Hugely does not make out a prima facie case
of racial discrimination. If she will cite anything that
was said or done during her interview which led her to be-
lieve that her nonselection was due to her race or color an
investigation will be requested.

Sincerely yours,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy
H

March 17, 1943

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Assistant Executive Secretary,
President's Committee on Fair
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Tenth and U Streets, N. W.
Washington, D. C.

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Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

MALCOLM S. MACLEAN
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

March 5, 1943

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

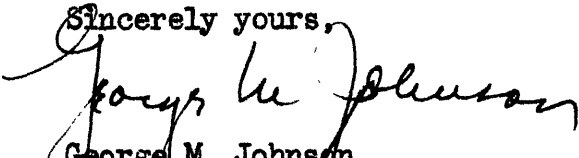
Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
Office of the Assistant Secretary
War Department
Washington, D. C.

Dear Mr. Gibson:

I am enclosing herewith two copies of a letter from Miss Amie F. Huguely, who feels that she was discriminated against because of her race in her efforts to secure employment with the Blue Grass Ordnance Depot, Richmond, Kentucky.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,


George M. Johnson
Assistant Executive Secretary

Enclosure



March 5, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
Office of the Assistant Secretary
War Department
Washington, D. C.

Dear Mr. Gibson:

I am enclosing herewith two copies of a letter from Miss Amie F. Huguely, who feels that she was discriminated against because of her race in her efforts to secure employment with the Blue Grass Ordnance Depot, Richmond, Kentucky.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosure

C
O
P
Y

Route 5
Richmond, Ky.
Feb. 8, 1943

Pres.' Committee on Fair Employment Practice
War Manpower Commission
Washington, D. C.

Dear Sir:

I am in the need of information concerning the employment of the Negro in Civil Service jobs. Last May I took an examination at Cincinnati, Ohio for a Junior Professional Assistant. I was eligible I asked that I be placed in Kentucky, Ohio or Indiana, thus I was placed on the waiting list. I went into domestic work to wait for a call. On the 26th of January 1943, I received a notice from the Blue Grass Ordnance Depot, Richmond, Ky. to come for an interview at once. I left my job in Cincinnati, Ohio came to Richmond, Ky. to go into defense as I felt I was more needed in it than in domestic work at the present.

I was interviewed and was told I would be notified in the next two or three days when to come for work. They have failed to notify me and I have been waiting for more than ten days, and they are yet in the need of help. I have good qualifications and references. It was known I was a Negro when I took the examination and when they were sending for me. It is the opinion of some that they fail to give me employment because I am a Negro; as they have refused to employ other qualified ones for that reason and even discouraged them for applying.

Why should I have been allowed to waste my time to take the examination, if I was not allowed to be employed. If I understand the Government of these United States we have a democracy and are now fighting to save it at the present. If the Negro is not going to get the same privileges as other races of men, why have him shed his blood in this war.

I am asking that you look into the matter and give me the correct information concerning the same.

Sincerely yours,

/s/ Amie F. Hugely

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I am asking that you look into the matter and give me the correct information concerning the same.

Sincerely yours,

/s/ Amie F. Hugely

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

MALCOLM S. MACLEAN
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

November 25, 1942.

Judge William H. Hastie
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

Dr. MacLean has forwarded to me the attached letter addressed to him by Mr. Herbert Q. Hibler, which relates to a matter which I referred to you recently.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure



Handwritten notes:
Handwritten
Cramer



ARMY AIR FORCES TECHNICAL SCHOOL
CHANUTE FIELD, ILLINOIS

11/13/42
1305 W. Dublin
Urbana, Ill.

Dr. M.C. Leav
Departments at Chanute Field
Dantoul, Ill. are seething with
prejudice; will you investigate
the situation through your Department
F.L.P.C. as soon as possible.

Yours
Herbert Q. Libler
Junior Instructor
Inspection Division



NOV 19 5 11 PM '42

WAR MANPOWER COMMISSION



I



28 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

Dear Mr. Johnson:

On May 12, 1943, you forwarded to this office the complaint of Miss Louise C. Ivey alleging that racial discrimination had been practiced against her in her effort to secure employment as a Junior Clerk in the Bond Unit, Finance Office, Chicago, Illinois.

The report of the investigation into her complaint states as follows:

A large number of people, both colored and white, took the examination. Many of the colored people were subsequently appointed, and some were not. It was found that although some were eligible by reason of having passed the examination, their business qualifications were competitively inferior. This was also true in the cases of the white people who passed this same examination and were not appointed. While Miss Ivey was not hired there was a large number of both colored and white who were hired. It was through superior qualifications and not luck that these persons were hired.

The records of the Centralized Field Offices, Finance Department, Chicago, Illinois disclose that on February 19, 1943, Miss Ivey again made inquiry concerning her application, and that at that time she was advised by the interviewer that there were no vacancies where her services could be utilized. Employees were needed, but only those qualified for the existing vacancies. In many cases qualified colored persons were chosen in preference to white persons of lesser qualifications.

Miss Ivey was not turned down, nor was her application discarded. It has been placed in the active pending file

C. J. S.

Mr. George M. Johnson
28 July 1943

Page - 2 -

to await future consideration. In this same file are the applications of a number of white persons possessing limiting qualifications.

The Civil Service Commission has informed that office that subsequent to the examination which Miss Ivey took on February 4, 1943, she was offered employment in Washington, D.C. which she declined. Miss Ivey's application is also on file at the Commission, to be referred to various officers who from time to time may request the names of applicants sufficiently qualified to fill existing vacancies.

You may wish to check this report with Miss Ivey. If so, I shall be pleased to have any additional information at variance with the report which you may receive.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

28 July 1943

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President's Committee on
Fair Employment Practice,
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Washington, D. C.

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Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

July 14, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Please refer to our memorandum dated June 5, 1943, relative to the alleged discrimination practiced against Miss Louise C. Ivey in her effort to secure employment as a Junior Clerk in the Bond Unit, Finance Office, Chicago, Illinois.

2. An investigation has been made of the allegations in the basic communication and the evidence submitted to this office discloses that a large number of people, both colored and white, took the examination. Many of the colored people were subsequently appointed, and some were not. It was found that although some were eligible by reason of having passed the examination, their business qualifications were competitively inferior. This was also true in the cases of the white people who passed this same examination and were not appointed. While Miss Ivey was not hired there was a large number of both colored and white who were hired. It was through superior qualifications and not luck that these persons were hired.

3. The records of the Centralized Field Offices, Finance Department, Chicago, Illinois, disclose that on February 19, 1943, Miss Ivey again made inquiry concerning her application, and at that time she was advised by the interviewer that there were no vacancies where her services could be utilized. Employees were needed, but only those qualified for the existing vacancies. In many cases qualified colored persons were chosen in preference to white persons of lesser qualifications.



4. Miss Ivey was not turned down, nor was her application discarded. It has been placed in the active pending file to await future consideration. In this same file are the applications of a number of white persons possessing limited qualifications.

5. The Civil Service Commission has informed that office that subsequent to the examination which Miss Ivey took on February 4, 1943, she was offered employment in Washington, D. C. which she declined. Miss Ivey's application is also on file at the Commission, to be referred to various officers who from time to time may request the names of applicants sufficiently qualified to fill existing vacancies.

6. In view of the above stated facts there is no evidence of discrimination having been practiced against Miss Ivey and it is the opinion of this office that she has been shown the same consideration accorded every other applicant.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch

ms/crp

July 14, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Please refer to our memorandum dated June 3, 1943, relative to the alleged discrimination practiced against Miss Louise C. Ivey in her effort to secure employment as a Junior Clerk in the Bond Unit, Finance Office, Chicago, Illinois.

2. An investigation has been made of the allegations in the basic communication and the evidence submitted to this office discloses that a large number of people, both colored and white, took the examination. Many of the colored people were subsequently appointed, and some were not. It was found that although some were eligible by reason of having passed the examination, their business qualifications were competitively inferior. This was also true in the cases of the white people who passed this same examination and were not appointed. While Miss Ivey was not hired there was a large number of both colored and white who were hired. It was through superior qualifications and not luck that these persons were hired.

3. The records of the Centralized Field Offices, Finance Department, Chicago, Illinois, disclose that on February 19, 1943, Miss Ivey again made inquiry concerning her application, and at that time she was advised by the interviewer that there were no vacancies where her services could be utilized. Employees were needed, but only those qualified for the existing vacancies. In many cases qualified colored persons were chosen in preference to white persons of lesser qualifications.

4. Miss Ivey was not turned down, nor was her application discarded. It has been placed in the active pending file to await future consideration. In this same file are the applications of a number of white persons possessing limited qualifications.

5. The Civil Service Commission has informed that office that subsequent to the examination which Miss Ivey took on February 4, 1945, she was offered employment in Washington, D. C. which she declined. Miss Ivey's application is also on file at the Commission, to be referred to various officers who from time to time may request the names of applicants sufficiently qualified to fill existing vacancies.

6. In view of the above stated facts there is no evidence of discrimination having been practiced against Miss Ivey and it is the opinion of this office that she has been shown the same consideration accorded every other applicant.

J. H. Mason, Chief
Employee Relations Branch

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

June 3, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Reference is made to your memorandum dated May 17, 1943, relative to Miss Louise C. Ivey who alleges that discrimination was practiced against her in her efforts to secure employment as a Junior Clerk in the Bond Unit, Finance Office, Chicago, Illinois.

2. Please be advised that this office is securing a report in this connection and a further reply will be made to you when such report is received.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



C. H. Mason

ms/kva

June 3, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Reference is made to your memorandum dated May 17, 1943, relative to Miss Louise C. Ivey who alleges that discrimination was practiced against her in her efforts to secure employment as a Junior Clerk in the Bond Unit, Finance Office, Chicago, Illinois.

2. Please be advised that this office is securing a report in this connection and a further reply will be made to you when such report is received.

J. H. Mason, Chief
Employee Relations Branch

May 17, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice alleging that racial discrimination was practiced against Miss Louise G. Ivey in her efforts to secure employment as a Junior Clerk in the Bond Unit, Finance Office, Chicago, Illinois.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Federal employees?

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy 9

May 17, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice alleging that racial discrimination was practiced against Miss Louise G. Ivey in her efforts to secure employment as a Junior Clerk in the Bond Unit, Finance Office, Chicago, Illinois.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Federal employees?

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

May 12, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This office has received a complaint from Miss Louise C. Ivey, 363 East Fifty-Ninth Street, Chicago, Illinois, a Negro, that she has been unable to secure employment in the Soldiers Bond Unit, which, we understand, is operated by the War Department, at 366 West Adams Street, Chicago, Illinois, and she feels that racial discrimination has been practiced against her.

She applied for a position as Junior Clerk on January 28, 1943, but, when she presented herself for an interview on February 19, 1943, the interviewer told her that there was no job open at that particular time. She states, however, that white applicants were being hired while she was there. She states further:

"There were several colored girls including myself trying to get on at the Soldiers Bond Unit after passing the examination. Through a hard fight, some luckily were hired but still left me and some of the others unhired. They would pretend they would call us, when they needed us but cease to do so. All around us they were hiring the white who took the examination after I did. . . . I wasn't satisfied with what they told me the first time so went back for another try but I was still turned down."

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours

George M. Johnson

George M. Johnson
Assistant Executive Secretary